



Department of
Education

2023-24 Differentiated Pay Plan Submission

District Name	Marshall County
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Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
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Hard-to-Staff Priority Areas	6-8 = Math, Science, Reading/ELA, ESL/ELL, Other (explain below) 9-12 = Math, Science, Reading/ELA, ESL/ELL, Other (explain below)
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Describe any additional hard-to-staff areas that were not listed above.	Occupational
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Describe the eligibility criteria for Hard-to-Staff component:	None
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Provide any additional details about eligibility criteria for Hard-to-Staff:	Providing up to \$3,000 tuition reimbursement based of proof of tuition paid and completion course. Tuition reimbursement is for an add-on endorsement for Math 7-12, Science 7-12, Foreign Language, ELL, Guidance, Speech Pathology, & Occupational.
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Who is eligible for your Hard-to-Staff component?	Current teachers New hires
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What types of Hard-to-Staff bonuses are available?	Signing/Recruitment Retention
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What is the amount of the compensation per Hard-to-Staff role?	\$3,000
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Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	4
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Estimate the total district cost of the Hard-to-Staff component:	\$12,000.00
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Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents:	0.01
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Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?	Yes
How many unique instructional roles will be implemented for the 2023-24 school year?	2
Description of Instructional Roles and Responsibilities	<p>1. 6 Mentor teachers will be selected to work with mentee teachers on a regular schedule providing guidance and advice.</p> <p>2. 9 Teacher leaders will be selected to provide professional development on a grade and school level.</p>
Describe the eligibility criteria for the Instructional Roles and Responsibilities component:	Level of overall effectiveness (LOE)
Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:	Each of the mentors and leaders must have a level of effectiveness of 3 or greater
What is the amount of the compensation per instructional role?	<p>1. Mentor teachers will earn \$2,500</p> <p>2. Teacher leaders will earn \$2,000</p>
Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:	15
Estimate total district cost of the Instructional Roles and Responsibilities component:	\$37,772.00
Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:	0.01

Performance

Is your district implementing a performance based bonus for the 2023-24 school year?	No
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Alternative Salary Schedule

Is your district implementing an alternative salary schedule?	No
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2023-24 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district:	There is additional pay in the teacher salary schedule for advanced degrees
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