

Macon County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	District will offer a signing bonus for teachers who are new hires or transfers within the school system in hard to staff areas such as Mathematics(Algebra II, Pre-Calculus, Calculus), SPED Comprehensive, Chemistry or any other subject area deemed hard to staff by director of schools. Priority Areas: 9-12 (Math, Science, School Psychology, Special Education)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area, and Attendance minimum (i.e. miss no more than 12 days) New hires and transfers must be certified by State of Tennessee in HTS area, receive a LOE score of 3 or greater. In order for new hires or transfers to be eligible for year end bonus they cannot miss more than 12 days. This does not include FMLA or Military leave or days miss missed due to professional responsibilities. Attendance levels will be approved annually by Director of Schools. Transfers must have a LOE score of 3 or greater the previous two years in order to be eligible for transfer in to a HTS position. Current teachers and new hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: New hires and transfers within the system will receive \$1,000.00 at time of signing and \$2,000.00 at end of first year and \$1,000.00 at end of each year for the next two years of employment in the HTS area. A LOE score is a 3 or better for the current school year is require in order for employees to receive scheduled pay.
Reach	5
Estimated Cost	\$25,000
Instructional Roles or Responsibilities	
Description	Peer Evaluators to evaluate the portfolios of teachers in non tested grades and subjects. Number of Unique Roles: 1
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area Attendance minimum (i.e. miss no more than 12 days), Years of experience Peer evaluators must have an LOE of 3 or greater to be eligible with 5 or more years experience.
Compensation Type and Size	750.00 to 1,000.00
Reach	20
Estimated Cost	\$20,000
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators with the advanced degrees are compensated according to the salary schedule for years of experience and degree held. Degrees include: BA, MA, MA +30, EDS, and DR.

Other

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*