

Monroe 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	Foreign Language Priority Areas: K-4, 5-8, 9-12 (Math, Science, Other)
Eligibility Criteria	Certified in content/grade area Hard to fill teaching positions will be determined by open positions and submitted for Board approval annually. Once established, supplemental stipends will be provided as a signing bonus. For the 2018-19 school year, the HTS positions may include high school math, science, and foreign language. New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$1,000
Reach	5
Estimated Cost	\$5,000

Instructional Roles or Responsibilities	
Description	Teacher leaders will present state standards to grade and content area teachers at one in-service day and up to four other in-service dates in after-school sessions to be determined. Change Leaders and Improvement Leaders will lead their schools' improvement planning process and data teamwork. These leaders will facilitate PLCs and spearhead school improvement. Number of Unique Roles: 3
Eligibility Criteria	Individual TVAAS, Years of experience Teachers with an individual TVAAS score of Level Five will be considered first to be teacher leaders. Next teachers with individual TVAAS score of Level Four will be considered, followed by Level Three. Teachers with below a Level Three individual TVAAS scores will not be considered.
Compensation Type and Size	\$500
Reach	32
Estimated Cost	\$16,000

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	

Teachers receive a salary increase for earning a Master's Degree, Education Specialist degree, and Doctoral degree.

Other	
N/A	

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