

Millington Municipal 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Foreign Language Priority Areas: K-4 (Special Education), 5-8 (Science, Special Education), 9-12 (Science, Special Education, Other)
Eligibility Criteria	Certified in content/grade area New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	6
Estimated Cost	\$12,000
Instructional Roles or Responsibilities	
Description	We will have a master teacher and learning coach at each of our four schools to support new and struggling teachers. Number of Unique Roles: 2
Eligibility Criteria	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area
Compensation Type and Size	The master teachers receive \$4,000 per year and the learning coaches receive \$2,000 per year.
Reach	8
Estimated Cost	\$24,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> Yes	
Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)	
Education*	
Millington Municipal Schools does not currently compensate for advanced degrees.	
Other	
N/A	

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