

Jackson-Madison County Schools

2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
N/A	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the hard to staff component as previously listed in their 2019-20 plan.
Instructional Roles or Responsibilities	
Description	<p>Learning Coaches - Full time teachers that have additional coaching responsibilities specifically with new teachers.</p> <p>Instructional Coaches - Full release teachers that will coach all teachers in each building this year. All coaches work one-on-one with teachers and in alignment with our curriculum and instructional framework.</p> <p>Number of Unique Roles: 2</p>
Eligibility Criteria	Level of overall effectiveness (LOE); Years of experience
Compensation Type and Size	<p>\$1,500 stipend for learning coaches</p> <p>Teacher salary x 1.07 index for instructional coaches</p>
Reach	40
Estimated Cost	\$100,000

Performance	
Description	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, all qualifying educators in the district who worked for JMCSS during the 2019-2020 school year, and who are still active employees when the 2020-2021 school year begins will receive an equal, one-time bonus in lieu of the performance bonus previously contained in the plan.

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

*Guidelines for Being Compensated for Additional Hours Above a Bachelor's or Master's Degree
The hours earned while obtaining two Bachelor's Degrees or adding an additional endorsement do not qualify as additional graduate semester hours above a Bachelor's Degree.

- Bachelor's +10 - *Ten (10) additional graduate semester hours above a Bachelor's Degree
- Bachelor's +20 - *Twenty (20) additional graduate semester hours above a Bachelor's Degree
- Master's Degree

The hours earned while obtaining two Master's Degrees or adding an additional endorsement do not qualify as additional graduate semester hours above a Master's Degree.

- Master's +10 - *Ten (10) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S., Ed.D. or Ph.D.)
- Master's +20 - *Twenty (20) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S., Ed.D. or Ph.D.)
- Master's +30 - *Thirty (30) additional graduate semester hours above a Master's Degree (Employee must be working toward an Ed.S., Ed.D. or Ph.D.)

Education Specialist Degree
Doctorate Degree

Graduate degree course work must be aimed primarily at public education or be functionally related to the endorsement(s) on an educator's license.

Other

N/A

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