

## McKenzie Special School District 2020-21 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)	
<b>Description</b>	We offer a \$5,000.00 bonus. We pay \$2,500.00 to our employee in each of the first two years. <b>Priority Areas: 9-12 (Math, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Must have Tennessee license New hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$5,000.00
<b>Reach</b>	2
<b>Estimated Cost</b>	\$5,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Mentors <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS We require our mentors to have at least a 4 LOE.
<b>Compensation Type and Size</b>	\$1,000
<b>Reach</b>	4
<b>Estimated Cost</b>	\$4,000
Performance	
<b>Description</b>	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The salary schedule has lanes Masters, Masters +30, EDS and Doctorate degrees.	
Other	
N/A	

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