

Shelby County Schools

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)		
Description	The Hard-to-Staff incentive is designed to attract new hires to fill instructional roles in the content/grade areas deemed hard-to-staff due to inability to attract and/or retain teachers to support those specific subjects. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)	
Eligibility Criteria	Certified in content/grade area Newly hired teachers who have not received a hard-to-staff incentive previously, and are certified in the content/grade area, will be eligible to receive the hard-to-staff incentive.	
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,500	
Reach	130	
Estimated Cost	\$325,000	
Instructional Roles or Responsibilities		
Description	The Teacher Mentor has been created to provide new educators with supportive school environments where they feel valued, trusted and empowered to collaborate, in order to improve instruction. Number of Unique Roles: 1	
Eligibility Criteria	Certified in content/grade area; Years of experience Level of overall effectiveness and advanced degrees may be components considered, but may not be set requirements to determine minimum qualifications.	
Compensation Type and Size	Teacher Mentor (50) * \$1,000	
Reach	50	
Estimated Cost	\$50,000	
Performance		
N/A		
Alternative Salary Schedule		
N/A		
Education*		
N/A		
Other		
National Board Certification:		
Level 1	Level 2	Level 3
\$6,000	\$7,000	\$10,000

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