

## Murfreesboro City 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)	
<b>Description</b>	Murfreesboro City Schools is a Pre-k thru 6th grade school district. Since the certifications changed to k-5 and 6-8, it has become harder and harder to find teachers to teach 6th grade. Teachers who have the endorsement k-5 did not student teach in 6th grade nor do they have any experience in 6th grade. Teachers who have the endorsement 6-8 would rather teach in a middle school environment. <b>Priority Areas: 5-8 (Other)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Current teachers and 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> \$2,000 sign on bonus; half payable on August 15th and the other half on December 15th.
<b>Reach</b>	4
<b>Estimated Cost</b>	\$8,000
Instructional Roles or Responsibilities	
<b>Description</b>	Academic coach at each of our 13 schools. They will advise, observe, and model for teachers to help them grow. They will conduct PLCs once a week with each grade level. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Advanced degrees; Being able to build trust among the teachers and be willing to get in the trenches with the teachers to help.
<b>Compensation Type and Size</b>	\$2,000 additional stipend each year
<b>Reach</b>	13
<b>Estimated Cost</b>	\$26,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Our scale moves teachers to another lane once an advanced degree (MA, MA+30, EDS, PhD) is obtained.	
Other	
N/A	

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