

Meigs 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	<p>Bonuses of up to \$5000.00 can be used to hire staff in hard to fill areas as determined by the Director of Schools. Reimbursement and/or payment for obtaining additional degrees/endorsements including praxis/testing fee's associated with said degrees/endorsements.</p> <p>Note: Other includes world languages (Spanish) as well as CTE courses when we have limited to no applicants for vacancies.</p> <p>Priority Areas: K-4 (ESL,ELL), 5-8 (Math, ESL/ELL), 9-12 (Math, Science, ESL/ELL, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention</p> <p>Compensation Amount: \$3000.00 -\$5,000.00 at Director discretion.</p> <p>For example:</p> <p>ESL/ELL (1) x \$5,000.00</p> <p>6-8 Middle School (1) x Up to \$4,000.00</p>
Reach	1
Estimated Cost	\$10,000

Instructional Roles or Responsibilities	
Description	<p><i>Teacher Leadership Program:</i> Teacher leaders are individuals that principals and supervisors have chosen per subject/content/ and/or grade level to work directly with other teachers including but not limited to best practices within instruction, content/standard monitoring and tracking in relation to mastery of standards, etc., mentoring/acting as a resource for teachers, correspondence between administration and teachers, planning and conducting professional learning communities throughout the year, etc. Teacher leaders are directly involved in the planning and implementation of professional development within their schools and work directly with administration.</p> <p><i>Webmasters:</i> Webmasters are in charge of multiple communication outlets for their individual schools including but not limited to parent involvement through online resources, the school's web site, social media/ Face book pages, etc. They help update all stakeholders through online outlets which include but are not limited to grade levels news, school level news, district and state updates/relative links, student and parent portals for grading, providing multiple links for different online instructional/resource materials, etc.</p> <p><i>ESL/ELL Services:</i> ESL /ELL services include but are not limited to providing individual instruction to our students identified as ESL/ELL at multiple schools daily, planning and implementing best practices among instruction, resources, communication, as well as assessing and tracking academic</p>

progress of those students. They work with ESL/ELL administrator in planning and conducting professional development for teachers that have ESL/ELL in their classrooms and provide them with resources and best practice resources that help them meet the needs of those students within their daily instruction. They conduct all required WIDA testing of that population and work as a liaison between the school system and the parents of our ESL/ELL population.

Number of Unique Roles: 3

Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience
Compensation Type and Size	Teacher Leaders: \$1800.00 per school building (4 Schools) averaging 4 members per school (totaling \$7200.00) Web masters: (4) x \$1000.00 (totaling \$4000.00) ESL/ELL (1) x \$7503.75
Reach	25
Estimated Cost	\$20,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Advanced degrees (MA/S, EDS, EdD/PhD) are recognized as lanes on the salary schedule.

Other

Reimbursement of praxis/testing fee's associated with additional degrees/endorsements.

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