

Monroe County Schools

2020-21 Differentiated Pay Plan

| | |
|-----------------------------|-------------------------------------|
| Hard-to-Staff | <input 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) | |
|---|--|
| N/A | |
| Instructional Roles or Responsibilities | |
| Description | Change leaders and improvement leaders will lead their schools' improvement planning processes and data team work. These leaders will facilitate PLCs and spearhead school improvement. Number of Unique Roles: 2 |
| Eligibility Criteria | Individual TVAAS Teachers selected as change and improvement leaders will first be selected based individual TVAAS scores of Level Five, then Level Four, then Level Three. Teachers with individual TVAAS below Level Three will not be considered. Since there will not be individual TVAAS scores assigned for the 2019-2020 school year as a result of the COVID-19 public health crisis, the 2018-2019 scores will be considered. Teachers selected as change and improvement leaders also should have experience as teacher leaders and/or be aspiring school administrators. |
| Compensation Type and Size | \$500 per teacher |
| Reach | 24 |
| Estimated Cost | \$12,000 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| Is the district implementing an alternative salary schedule? No | |
| Education* | |
| Teachers receive a salary increase for earning a Master's Degree, Educational Specialist Degree, and Doctorate. | |
| Other | |
| N/A | |

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