

Macon County 2022-23 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	Macon County will pay a signing/retention bonus for middle and high school math, high school science and high school special education. Priority Areas: K-4 (), 5-8 (Math), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Level of overall effectiveness (LOE) Attendance minimum (i.e., miss no more than 12 days) Years of experience Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: \$ 3,000 signing and \$1,000 at the end of the first and second years and \$2,000 at end of the third year
Reach	5
Estimated Cost	\$35,000
Instructional Roles or Responsibilities	
Description	<p>Macon County Teacher Leader Position</p> <p>We developed the Teacher Leader position because we believe in the power of those in teaching positions to help provide high quality professional learning and create a collegial environment focused on professional growth and student achievement. There will be teacher leaders at each school and we see this as an opportunity for district-wide collaboration as well as within each school building.</p> <p>We are able to provide a small stipend in acknowledgment of the efforts of this position.</p> <p>A stipend of \$2,000 per school year for added responsibilities.</p> <p>Responsibilities:</p> <p>Teacher Leaders will:</p> <ul style="list-style-type: none"> • Collaborate with other teacher leaders across the district throughout the school year • Dedicate two summer days to draft ELA Timelines and prepare for work as teacher leaders; scheduling to be determined together by teacher leaders chosen across the district • Be actively involved in district-wide ELA expectations and responsibilities guidelines NON-negotiables • Be available to support colleagues with questions and resources in line with district priorities

- Regularly engage in feedback aimed towards improvement and contribute to school improvement plan by assisting principal and IL with creating School Wide Goals
- Co-Lead with Instructional Leaders in collaborative learning with coworkers through regular PLCs
- Have a willingness to be recorded and observed during lessons
- Work with School Kit rep Zoe throughout our contract
- Be actively involved with upcoming Math textbook adoption

Expectations:

- Maintain a positive and solution-oriented approach to problem-solving
- Embrace a growth mindset for themselves, their colleagues, and all students
- Support learning and supporting research-based practices

Number of Unique Roles: 5 or more

Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience The interest of the teacher in the role.
Compensation Type and Size	\$2,000 for Teacher leaders \$ 2,500 for Graduation coaches \$1,000 for ACT before or after school tutoring
Reach	20
Estimated Cost	\$48,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Educators with Advanced degrees are paid according to the type of advanced degree (MS, Ms=30, EDS PhD) based on the Macon County Salary schedule.	
Other	