

MURFREESBORO--751					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Murfreesboro City Schools continues to experience a growth in the ESL student population. Recruiting qualified ESL teachers continues to be a challenge for our district.	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>The applicants must have demonstrated satisfactory job performance in previous positions and/or excellent performance while student teaching and in university studies.</p>	<p>Bonus</p> <p>Newly hired ESL teachers to the district will receive a \$2,000 signing bonus.</p>	4	\$8,000
Performance					

Additional Instructional Roles or Responsibilities					
Education*	Educators advance to the next level with each additional degree obtained				
Other					

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