

Germantown Municipal School District 2018-19 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	<p>Content Leads: To ensure teachers in high stakes testing areas are aligned with state standards.</p> <p>Blue Chip Mentor: To ensure that new teachers are supported in transitioning into our district and understand the expectations with their pursuits in gaining tenure, alignment with our strategic plan, and having a welcoming and hospitable climate and culture.</p> <p>School Support staff leads: Includes a librarian, a school counselor, a speech pathologist, a special education teacher that all act as liaisons with the District Office with various scope of work functions of our staff in these roles.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>We went on principal recommendations and an application process that reviewed staff members content area certification based on the particular individual and roles duties. In the future, we will use LOE and Individual TVAAS results pending these results are confirmed in a timely manner.</p>
Compensation Type and Size	<p>Blue Chip Mentors (differentiated based on responsibilities due to supporting different teacher cohorts):</p> <p>Year 1 Cohort (5) @ \$1,500, Year 2 Cohort (5) @ \$1,000, Years 3-5 Cohort (5) @ \$500</p> <p>Content Leads (21) @ \$1,500 (17) to \$3,000 (4)</p> <p>School Support Leads (7) X \$1,500</p>
Reach	43
Estimated Cost	\$80,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated based on the salary schedule for the level of the advanced degree (masters and masters plus 45 and beyond). For teachers who were not employed with legacy Shelby County, we include a pay increase for teachers with a masters degree and an additional pay increase for teachers with a masters degree plus 45 hours and beyond for each step of the salary schedule.

Other

Teachers who have received their National Boards Certification and maintain the certification receive a \$3,000 stipend.

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