

McMinn County Schools

2019-20 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	McMinn County will offer a signing bonus and retention bonus in the hard-to-staff areas. The bonus would either be for a high needs school or high needs subject as defined in the DPP criteria. This award will be given as a two-part bonus. \$1,500 at the time of signing and in year two up to an additional \$1,500 based on the following level of effectiveness of 3 or greater on the TEAM observation average. Exiting teachers and/or administrators will also be eligible for the same bonus as a retention incentive. Priority Areas: K-4 (Special Education, Math, Science), 5-8 (Special Education, Math, Science), 9-12 (Special Education, Math, Science)
Eligibility Criteria	Level of overall effectiveness (LOE) Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: 1,500
Reach	4
Estimated Cost	\$6,000

Instructional Roles or Responsibilities	
Description	Instructional Coach: Implementation of embedded professional development to increase teacher effectiveness. They will lead and facilitate monthly PLC meetings and provide ongoing professional development. They also work 10 additional days per year. Lead Teachers: Lead teachers will be assigned in the areas of ELA, math and science at the secondary level. They will lead PLCs with the focus on TN Ready State Standards and RTI2. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE): All service personnel will be selected from a pool of highly effective teachers.
Compensation Type and Size	Instructional Coach (11) X \$8,000 Lead Teacher (6) X \$1,500
Reach	17
Estimated Cost	\$129,000

Performance	
N/A	

Alternative Salary Schedule	
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Is the district implementing an alternative salary schedule? No

Education*	
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Master's, Ed.S. and Doctorate degrees will be awarded with a base pay increase.

Other	
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Educators are eligible for a one time bonus of \$1,000 upon providing evidence of National Board Certification.

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