

Macon County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>District will offer a signing bonus for teachers who are new hires or transfers within the school system in hard to staff areas such as Mathematics (Algebra II, Pre-Calculus, Calculus), Science (Engineering, Chemistry), School Psychology, or any other subject area deemed hard to staff by director of schools.</p> <p>Speech Pathology is an additional Hard-To-Staff priority area for 2019-20.</p> <p>Priority Areas: 9-12 (Math, Science, School Psychology, Other)</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience</p> <p>New hires and transfers must be certified by State of Tennessee in HTS area, receive a LOE score of 4 or greater. In order to be eligible for year end bonus, they cannot miss more than 12 days. This does not include FMLA or Military leave or days miss missed due to professional responsibilities. Attendance levels will be approved annually by Director of Schools.</p> <p>Transfers must have a LOE score of 4 or greater the previous two years in order to be eligible for transfer in to a HTS position. Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: New hires and transfers within the system will receive \$1,000.00 at time of signing and \$2,000.00 at end of first year and \$1,000.00 at end of each year for the next two years of employment in the HTS area. A LOE score of 4 or better for the current school year is required in order for employees to receive scheduled bonus.</p> <p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to utilize 2018-19 performance data to award retention bonuses. For educators without 2018-19 data, the district will provide the retention bonus at the conclusion of the 2019-20 school year without performance-based eligibility criteria.</p>
Reach	2
Estimated Cost	\$25,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	

Educators with the advanced degrees are compensated according to the salary schedule based on years of experience and degree held. Degrees include: BA, MA, MA +30, EDS, and DR.

Other

N/A

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