

## Murfreesboro City 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)	
<b>Description</b>	Murfreesboro City Schools is a Pre-K - 6th grade school district. It is getting harder to find 6th grade teachers for an elementary school district. <b>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL, Other)</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,000 signing bonus
<b>Reach</b>	10
<b>Estimated Cost</b>	\$20,000
Instructional Roles or Responsibilities	
<b>Description</b>	We are adding an academic coach to our new school. Also, we have team leaders at each grade level at each school. <b>Number of Unique Roles:</b> 2
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience; Advanced degrees It is our goal to get the best qualified personnel for these positions.
<b>Compensation Type and Size</b>	\$2,000 stipend for academic coaches
<b>Reach</b>	13
<b>Estimated Cost</b>	\$26,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
As the educators receive additional degrees, they move from degree level to the next degree level. Our salary schedule includes BS, MA, MA+30, EDS, and PHD.	
Other	
N/A	

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