

## Monroe 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)                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Description</b>                                                                                                  | Hard to fill teaching positions will be determined by open positions and submitted for Board approval annually. Once established, supplemental stipends will be provided as a signing bonus. For the 2019-20 school year, the HTS positions may include high school math, science, and foreign language.<br><b>Priority Areas: K-4 (), 5-8 (), 9-12 (Math, Science, Other (Foreign Language))</b> |
| <b>Eligibility Criteria</b>                                                                                         | Certified in content/grade area; Only new hires are eligible.                                                                                                                                                                                                                                                                                                                                     |
| <b>Compensation Type and Size</b>                                                                                   | <b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment<br><b>Compensation Amount:</b> \$1,000                                                                                                                                                                                                                                                                                     |
| <b>Reach</b>                                                                                                        | 4                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Estimated Cost</b>                                                                                               | \$4,973                                                                                                                                                                                                                                                                                                                                                                                           |
| Instructional Roles or Responsibilities                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Description</b>                                                                                                  | Change Leaders and Improvement Leaders will lead their schools' improvement planning process and data teamwork. These leaders will facilitate PLCs and spearhead school improvement.<br><b>Number of Unique Roles: 2</b>                                                                                                                                                                          |
| <b>Eligibility Criteria</b>                                                                                         | Individual TVAAS; Years of experience<br>Teachers with an individual TVAAS score of Level Five will be considered first to be teacher leaders. Next teachers with individual TVAAS score of Level Four will be considered, followed by Level Three. Teachers with below a Level Three individual TVAAS scores will not be considered.                                                             |
| <b>Compensation Type and Size</b>                                                                                   | \$500                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Reach</b>                                                                                                        | 24                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Estimated Cost</b>                                                                                               | \$12,000                                                                                                                                                                                                                                                                                                                                                                                          |
| Performance                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                   |
| N/A                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                   |
| Alternative Salary Schedule                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Is the district implementing an alternative salary schedule?</b> No                                              |                                                                                                                                                                                                                                                                                                                                                                                                   |
| Education*                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                   |
| Teachers receive a salary increase for earning a Master's Degree, Education Specialist degree, and Doctoral degree. |                                                                                                                                                                                                                                                                                                                                                                                                   |
| Other                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                   |
| N/A                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                   |

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