

## McMinn County Schools

### 2020-21 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>	<p>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.</p> <p>HtS incentives will also be available for those in the areas of CTE.</p> <p><b>Priority Areas: K-4 (Math, Science, Special Education), 5-8 (Math, Science, Special Education), 9-12 (Math, Science, Special Education, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b> \$1,500</p>
<b>Reach</b>	4
<b>Estimated Cost</b>	\$6,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>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.</p> <p>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.</p> <p><b>Number of Unique Roles: 2</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>All service personnel will be selected from a pool of highly effective teachers.</p>
<b>Compensation Type and Size</b>	<p>Instructional Coach (11) X \$8,000</p> <p>Lead Teacher (6) X \$1,500</p>
<b>Reach</b>	17
<b>Estimated Cost</b>	\$129,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

**Education\***

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

**Other**

Educators are eligible for a yearly reoccurring bonus for the life of their National Board Certification.

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