

Macon County Schools

2020-21 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	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), Science (Chemistry, Engineering), School Psychologist, or any other subject area deemed hard to staff by the director of schools. Priority Areas: 9-12 (Math, Science, School Psychology, Special Education)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience New hires and transfers must be certified by State of Tennessee in HTS area and receive a LOE score of 4 or greater in order to be eligible for year end bonus. They cannot miss more than 12 days during the year. 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. 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.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention 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. In the event LOE scores are not generated for the 20-21 SY, cumulative observation score* of 4 or higher for 20-21 SY will be used to determine if teacher will receive bonus. *Observation scores will only be used if pacing is met for all educators eligible for HTS bonuses.
Reach	3
Estimated Cost	\$20,000
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.