

Clarksville-Montgomery 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)	
Description	<ol style="list-style-type: none"> CTE Teachers requiring Occupational License are placed at a high experience and education level on teacher salary schedule, based on the results of private sector market analysis. Speech Pathologists are placed at a higher experience and education level based on results of private sector analysis. Tuition & Praxis Reimbursement for CTE Teachers and Special Education Teachers requiring course work and Praxis One-time bonus for designated hard to fill positions (Special Education, High School Math and Science, Middle School Algebra I, ELL, SE Hearing Impaired Teacher and Vision Specialist) <p>Priority Areas: K-4 (ESL/ELL, Special Education, Other), 5-8 (Math, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase and Bonus</p> <p>Bonus Type: Signing/Recruitment/Retention</p> <p>Compensation Amount:</p> <p>\$1,000 per year bonus for Science, Math, Special Education, ELL, Vision Specialist and Hearing Impaired</p> <p>CTE and Speech Pathologists: base pay increase by being placed at a higher step/lane on salary schedule</p> <p>Tuition and Praxis reimbursement: up to \$40,000 annual budget</p>
Reach	560
Estimated Cost	\$1,031,779
Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> Multi Classroom Leader as part of Teacher Resident Program Math & Science Lead Teachers Related Arts Lead Teacher Consulting Teachers Technology Integration Coach Lead Counselors Lead Mentor/Site Based Induction Specialist AP Curriculum Design Reading Interventionist Coordinator STEM Coordinator ELA Curriculum & Assessment ELA Curriculum & Assessment Grades 3-8 MS Assessment Writing ELA, STEM, Social Studies Lead Teachers

- 15) Primary Mentor Teachers for Elem/Middle Teacher Residents
- 16) Secondary Mentor Teacher for Elem/Middle Teacher Residents

Number of Unique Roles: 5 or more

Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience</p> <ul style="list-style-type: none"> Multi Classroom Leader has specific Minimum Qualifications to include years of experience and LOE. We look for the following characteristics when selecting teachers who will be site based Induction Specialists: exemplary classroom teachers, adept at planning and delivering explicit instruction, skilled at working with adult learners, capable of providing effective feedback, knowledge of district and school practices. Links to job descriptions for Multiple Classroom Leaders and Resident Mentor Teachers: <ul style="list-style-type: none"> https://employees.cmcss.net/misc/ViewDocs?filename=job_certifiedstaff536.pdf https://employees.cmcss.net/misc/ViewDocs?filename=job_certifiedstaff544.pdf https://employees.cmcss.net/misc/ViewDocs?filename=job_certifiedstaff545.pdf
Compensation Type and Size	<ol style="list-style-type: none"> Multi Classroom Leader :(35) x \$6,500 per teacher Math & Science Lead Teachers: (80) x \$600 per year Related Arts Lead Teacher: (40) x\$600 per year Consulting Teachers: 60 additional days added to calendar/pay (10) teachers Technology Integration Coach: 60 additional days added to calendar/pay for teachers (12) teachers Lead Counselors: 60 additional days added to calendar/pay for counselors (2) counselors Lead Mentor/Site Based Induction Specialist: (4) x \$450 base pay per year, plus \$250 per teacher mentored AP Curriculum Design: (5) x\$250 per year for each teacher Reading Interventionist Coordinator: 20 additional days to calendar/pay for teacher (11) teachers STEM Coordinator: 60 additional days added to calendar/pay for teachers (2) teachers ELA Curriculum & Assessment: (4) x\$315 per year for teachers ELA Curriculum & Assessment Grades 3-8:(12) x\$360 per year for teachers MS Assessment Writing: (4) x\$120 and \$150 per year for teachers ELA, STEM, Social Studies Lead Teachers: (90) x\$600 per year for teachers Primary Mentor Teachers for Elem/Middle Teacher residents \$3,000 x (24) Secondary Mentor Teacher for Elem/Middle Teacher residents \$1,000 X (48)
Reach	420
Estimated Cost	\$1,412,010
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Masters, Masters +30, and Advance Degree (Eds, PhD & EdD) lanes are included on the salary schedule.

Administrators receive additional annual supplement:

Eds: \$2,500

EdD & PhD: \$5,000

Other

Student Population Annual Supplement

High School Principal I	699 or less	N/A
High School Principal II	700 - 999	\$1,250.00
High School Principal III	1, 000 +	\$2,500.00
High School Assistant Principal I	699 or less	N/A
High School Assistant Principal II	700 - 999	\$625.00
High School Assistant Principal III	1,000 +	\$1,350.00
Middle School Principal I	599 or less	N/A
Middle School Principal II	600 - 1,099	\$1,250.00
Middle School Principal III	1,100 +	\$2,500.00
Middle School Assistant Principal I	599 or less	N/A
Middle School Assistant Principal II	600 - 1, 099	\$625.00
Middle School Assistant Principal III	1,100 +	\$1,350.00
Elementary School Principal I	Less 399	N/A
Elementary School Principal II	400 - 899	\$1,250.00
Elementary School Principal III	900 +	\$2,500.00
Elementary Assistant Principal	N/A	N/A

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