



Department of  
**Education**

## 2023-24 Differentiated Pay Plan Submission

District Name	Murfreesboro City Schools
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### Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
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Hard-to-Staff Priority Areas	K-5 = Special Education 6-8 = Math, Science, Reading/ELA
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Describe any additional hard-to-staff areas that were not listed above.	Comprehensive Developmental Delay Classrooms Integrated Pre-K Classroom Behavior Intervention Classrooms
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Describe the eligibility criteria for Hard-to-Staff component:	None
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Provide any additional details about eligibility criteria for Hard-to-Staff:	Required special education endorsements for CDC and Behavior Intervention Classrooms
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Who is eligible for your Hard-to-Staff component?	Current teachers New hires
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What types of Hard-to-Staff bonuses are available?	Signing/Recruitment Retention
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What is the amount of the compensation per Hard-to-Staff role?	\$500-\$5,000
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Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	41
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Estimate the total district cost of the Hard-to-Staff component:	\$86,000.00
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Estimate the percentage of total salary expenditures that the Hard-to-Staff component represents:	2.00
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## Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?	Yes
How many unique instructional roles will be implemented for the 2023-24 school year?	5 or more
Description of Instructional Roles and Responsibilities	Academic Coaches provide daily supports to classroom teachers for their tiered instructional practices, use of student academic data, and differentiation of small group instruction to ensure the growth of all students as well as certified staff.
Describe the eligibility criteria for the Instructional Roles and Responsibilities component:	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience
Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:	These academic coaches have demonstrated high quality instructional practices, teacher development, and leadership qualities while in a classroom position. They have also maintained a level 4-5 level of effectiveness while in the classroom.
What is the amount of the compensation per instructional role?	Academic Coach (18 x \$2,000 = \$36,000)
Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:	60
Estimate total district cost of the Instructional Roles and Responsibilities component:	\$36,000.00
Estimate the percentage of total salary expenditures that the Instructional Roles and Responsibilities component represents:	2.00

**Performance**

Is your district implementing a performance based bonus for the 2023-24 school year?	No
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**Alternative Salary Schedule**

Is your district implementing an alternative salary schedule?	No
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**2023-24 Salary Schedule**

Describe how educators are compensated for earning advanced degrees in your district:	The salary of certified staff are increased as they acquire additional degrees (MA, MA+30, Ed.S, EdD)
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