

## Shelby County 2023-24 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>	The Hard-to-Staff Subject recruitment bonus recognizes teachers who teach secondary math, secondary science, and special education, with additional payments when they demonstrate effectiveness in those classrooms. <b>Priority Areas: K-4</b> (Math, Science, Special Education), <b>5-8</b> (Math, Science, Special Education), <b>9-12</b> (Math, Science, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area Bonus amount is \$10,000 (\$5,000 per semester) payable to new teachers to the District certified in the areas above. Bonus is also available to current teachers in the area of SPED who were not in that subject area the year prior. Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$10,000.00
<b>Reach</b>	117
<b>Estimated Cost</b>	\$260,484

Instructional Roles or Responsibilities	
<b>Description</b>	The Hard-to-Staff Subject recruitment bonus recognizes teachers who teach secondary math, secondary science, and special education, with additional payments when they demonstrate effectiveness in those classrooms. <b>Priority Areas: K-4</b> (Math, Science, Special Education), <b>5-8</b> (Math, Science, Special Education), <b>9-12</b> (Math, Science, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$10,500.00
<b>Reach</b>	100
<b>Estimated Cost</b>	\$217,125

### Education\*

Degree Acquired Lane Placement  
Bachelor's = Bachelors  
Master's = Masters +30, Masters +45, Ed.S  
Doctorate = Ph.D./Ed.D.

### Other

The National Board Certification was designed to develop, retain and

recognize accomplished teachers and to generate ongoing improvement in schools nationwide. It is the most respected professional certification available in k-12 education.

Minimum \$6,000

Mid \$7,000

Max \$10,000

Select schools, based on enrollment/school size, will offer an enrollment stipend over and above base pay for assigned roles.

Elem/Middle School

Principals 650 to 900 students = \$3,000

Principals 900+ students = \$4,500

Assistant Principals/VPs 650 to 900 students = \$1,500

Assistant Principals/VPs 900+ students = \$2,250

High School

Principals 1,100 to 1,500 students = \$3,000

Principals 1,501 to 1,999 students = \$4,500

Principals 2,000+ students = \$6,000

Assistant Principals/VPs 1,100 to 1,500 students = \$1,500

Assistant Principals/VPs 1,501 to 1,999 students = \$2,250

Assistant Principals/VPs 2,000+ students = \$3,000