

Marshall County Schools

2018-19 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	<p>The system will reimburse up to \$3,000 per fiscal year to any certified personnel currently employed by the system to obtain an add-on endorsement in a hard to staff subject (currently 7-12 math, 7-12 science, foreign language, special education, ELL, guidance and speech pathology). The employee will sign an agreement to reimburse the Board a certain percentage if they leave the system after the reimbursement in the next 4 years.</p> <p>Priority Areas: K-4 (ESL/ELL, Special Education, Other), 5-8 (Math, Science, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other)</p>
Eligibility Criteria	Current teachers
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Retention</p> <p>Compensation Amount: Up to \$3,000 reimbursement based on proof of tuition paid and completion of course</p>
Reach	4
Estimated Cost	\$14,173
Instructional Roles or Responsibilities	
Description	<p>1) 5 teachers will be selected as technology teacher leaders. These teachers will offer two technology PD sessions monthly.</p> <p>2) 11 teachers will be selected as teacher leaders. These teachers will serve as liaisons between district initiatives, principals and other teachers. ELA teacher leaders will help facilitate professional development with ELA guidebooks and other approved tasks. They will meet with the instructional supervisors monthly throughout the school year and will be sent for training to provide a background for support of teachers.</p> <p>3) 3 mentors will be selected to work with mentee teachers on a regular schedule providing guidance and advice.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Certified in content/grade area</p> <p>All of the teacher leaders, technology teacher leaders and mentors must have a level of effectiveness of 3 or better.</p> <p>The teacher leaders must be certified in their content/grade area.</p>
Compensation Type and Size	<p>1) Technology Teacher Leaders: 5 X \$1,500</p> <p>2) Teacher Leaders: 11 x \$1,500</p> <p>3) Mentors: 3 X \$1,500</p>
Reach	19
Estimated Cost	\$33,661
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

There is additional pay on the teacher salary schedule for advanced degrees. Advanced degrees include: Master's, Master's+30, EDS, and Doctorate.

Other

N/A

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