

**Madison County Schools Proposed Plan  
Differentiated Pay for Highly Effective Teachers**

<b>Role</b>	<b>Sign-On (New to System)</b>	<b>Retention</b>	<b>Attendance</b>	<b>School-wide Growth Performance</b>	<b>Individual Growth Performance</b>	<b>Additional Academic Leadership Roles</b>	<b>Maximum Possible</b>
Teacher	\$1,000 or \$1,500 *	\$1,000 or \$1,500 **	\$500 per Semester ***	\$750 meets \$1,500 exceeds	\$750 meets \$1,500 exceeds	\$250	\$5,750
Instructional Coach		\$1,000 or \$1,500 **		\$750 meets \$1,500 exceeds		\$250	\$3,250

\* One-time bonus of \$1,000 for all teachers new to MCS, an additional \$500 for remote schools (LE and HSE) and hard-to-staff subject areas (Math, Science and Exceptional Children)

\*\* One-time bonuses of \$1,000 at years 5 and 10, \$1,500 at year 15 (consecutive MCS employment as a teacher)

\*\*\*Awarded for no more than 2 absences in a semester