



# News

from the MNPS Public Information Office

Metropolitan Nashville Public Schools

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## **New Pay Plan For Teachers Established; \$4,000 Supplements Available For Some Certifications And Specialty Areas**

NASHVILLE, Tenn. (June 17, 2008) – The Metro Nashville Board of Education has ratified a differentiated pay plan, allowing MNPS to change the way it compensates some of its teaching staff. With the new system, salary supplements and/or cost of training will be provided to qualifying teachers in some high priority schools, to those in difficult-to-fill subject areas, and to those with certain certifications.

“This is a significant new way of doing business for our district, providing resources for us to recruit and retain teachers,” said MNPS Interim Director Chris Henson. “It reflects a collaborative effort involving the Board, the administration and the leadership of the Metro Nashville Education Association. With this plan, we hope to attract and keep the teachers we need to build a stronger district, and to take all MNPS students to higher levels of academic achievement.”

Components of the plan focus on recruiting/retaining math teachers, English Language Learner teachers and special education teachers, along with an increased supplement for earning National Board certification. Details of the plan that will go into effect with the 2008-2009 school year include:

- *Algebra I teachers:* Registration and test fees for the Middle School Math Praxis test for any newly assigned MNPS teacher with a grade 8 endorsement who makes the score required for highly qualified status will be paid by MNPS. Additionally, any newly assigned teacher who meets the above qualifications and who teaches Algebra I at least 50 percent of the day in a high priority school in grade 7-9, will receive a \$4,000 salary supplement.
- *Middle School Math teachers:* MNPS will pay the registration fees and test costs for the Middle School Math Praxis test for teachers holding a K-8, 1-8, 4-8, or 1-9 endorsement and earn highly qualified status. Additionally, any newly assigned teacher who meets the above qualifications and who teaches math at least 50 percent of the day in a high priority school in grades 7-8 will receive a \$4,000 salary supplement.

- *Math Teachers:* MNPS will pay a one-time \$4,000 supplement to all newly hired and/or newly assigned teachers certified and highly qualified in 7-12 math who teach math a least 50 percent of the day in a high priority school in grades 7-12.
- *Special Education:* MNPS will pay a one-time supplement of \$4,000 to newly hired and newly assigned, fully certified special education teachers who meet the highly qualified requirements for the grade level and special education program assigned in a high priority school. Additionally, MNPS will pay the Praxis registration fee and test cost for any K-8 special education teacher or 9-12 life skills teacher who is fully certified in special education and who makes the score for highly qualified status set by the State Department of Education on the Elementary Education Content Praxis test.
- *ELL Teachers:* MNPS will pay a one-time \$4,000 supplement to all newly hired and/or newly assigned teachers certified and highly qualified in ELL K-12 who are assigned to teach that subject at least 50 percent of the day in a high priority school in grades K-12. For any fully certified teacher who agrees to and is assigned to teach in an ELL program on a waiver, MNPS will reimburse (at state university tuition levels) the cost of classes leading to an ELL endorsement. This reimbursement is applicable for coursework successfully completed from July 1, 2008 through June 30, 2009.
- *National Board Certification:* MNPS will increase the supplement for National Board Certification from \$2,000 to \$4,000.
- *Year for Year Salary Credit:* MNPS will give credit on the salary schedule for every year of teaching experience verified and accepted by the Tennessee Department of Education

Additional provisions of the plan include: The teacher must teach the applicable subject the major portion of the day; the teacher must work a minimum of 80 days; all supplements will be paid in a twice yearly plan (at the close of each semester); a teacher is eligible for only one of the differentiated pay supplements per year; if the teacher retires or resigns before the close of the school year, the supplement will be prorated for the days actually worked; and no supplement will be paid for the duration of the time a teacher is on unpaid leave.

Metro Nashville Public Schools provide a range of educational opportunities to more than 75,000 students in Nashville and Davidson County. The governing body for MNPS is the Metropolitan Nashville and Davidson County Board of Public Education, a nine-member group elected by residents of Metropolitan Nashville. For more information, please visit [www.mnps.org](http://www.mnps.org).