



## Jackson-Madison County School System

### NEWS RELEASE

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### **More investments for teachers with performance pay**

*Levels 4 and 5 will receive additional pay in February*

JACKSON, Tenn. - Teachers across the Jackson-Madison County School System will receive bonus pay for their individual Level of Effectiveness (LOE) based on student achievement during the 2021-2022 school year. More than \$300,000 has been earmarked for performance pay to compensate teachers based on their LOE score of 4 or 5, which can be found in TNCompass.

“Our district’s differentiated pay plan recognizes educators who showed high levels of overall effectiveness on TNReady data. Additionally, when schools show above average growth, it’s a clear sign that teachers are setting high expectations for students,” said Deputy Superintendent Dr. Vivian Williams. A breakdown of bonus payout levels in the differentiated pay plan is listed below.

Teacher LOE Score	Level 4	Level 5
Bonus amount	\$350	\$500

Significant academic progress was realized throughout the district as nine schools received Reward School status (Alexander, East, JCM-ECH, Isaac Lane, South, Pope, Northeast, Madison and Thelma Barker) while two schools (Isaac Lane and Arlington) exited the state’s priority list.

This bonus is the latest in a range of investments Superintendent Dr. Marlon King and Board members have provided for employees since 2021: insurance premium absorption, salary increases, bonuses, and a forthcoming longevity pay for all employees in August. After being ranked as 108 in beginning teacher salaries of the 146 districts in Tennessee, the superintendent proposed **IEP<sup>2</sup>** (Individualized Investment in Every Employee Progression Plan). The 5-year investment plan was designed to create competitive wages for all employees and departments. This plan is the cornerstone of retaining high quality employees, which in return will impact student achievement on every level.

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