



Murfreesboro City Schools'
Proposed Differentiated Pay Plan 2026-2027
(Bonuses/stipends will be prorated based on start dates
unless specified differently)

Special Education Positions:

- New CDC/IPK Teacher
 - Signing Bonus of \$1,000 per semester
 - Payable in \$100 increments following the month worked for the 10 school months.
- Existing CDC/IPK Teacher
 - Retention Bonus of \$500 per semester (payable Jan. and July).
 - Employees must be employed in the position at the end of the semester to be eligible for the retention bonus. If an employee is not employed at the beginning of the semester, the amount will be prorated based on the number of months worked.
- BEST Behavior Teacher
 - Stipend of \$10,000 annually
 - Payable in \$1,000 increments following the month worked for the 10 school months.
- BEST Behavior EA
 - Stipend of \$250 per semester
 - Payable in \$50 increments following the month worked for the 10 school months.

Certified Positions:

- Student Teachers that complete residency II placements in 2025-2026 who sign a contract with MCS.
 - \$500 per semester (payable in Aug. and Jan.)
 - Employees must be employed in the position at the end of the semester to be eligible for the retention bonus. If an employee is not employed at the beginning of the semester, the amount will be prorated based on the number of months worked.
- Academic Coaches
 - \$2,000 for additional instructional responsibilities. Payable as a total increase to their base pay.

Classified Positions:

- Bus Driver Retention Bonus = **\$400** per semester (payable in Jan. and July) if the driver maintains 93% attendance.
 - Employees must be employed in the position at the end of the semester to be eligible for the retention bonus. If an employee is not employed at the beginning of the semester, the amount will be prorated based on the number of months worked.

Differentiated Pay Plans will apply to retired teachers returning to the classroom.