

## Hickman County Schools

### 2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2019-2020 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers.</p> <p><b>Priority Areas: K-4</b> (Special Education, Other), <b>5-8</b> (Math, Science, Special Education, Other), <b>9-12</b> (Math, Science, Special Education, Other)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that 12-15 will receive the bonus. For retention, it is estimated that 5-8 will receive the bonus.</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b> The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2019 and one half on or about 1 May 2020. Amounts are negotiable from \$1,000.00 to \$4,000.00.</p>
<b>Reach</b>	23
<b>Estimated Cost</b>	\$60,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Teacher Facilitator: Attend professional development sessions and facilitate learning to other teachers, leaders, or stakeholders</p> <p>Mentor: Collaborate with and provide feedback for the mentor/mentee relationship.</p> <p>Online Learning Facilitator: Facilitate and monitor progress of online learning opportunities at the secondary level.</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience</p> <p>Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders who assist with special district-wide curricular projects as determined by the administration.</p> <p>District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school.</p>
<b>Compensation Type and Size</b>	<p>The compensation will be provided as a stipend for specific leadership roles to build instructional capacity. Specific amounts will range for \$250 - \$1,000.</p>
<b>Reach</b>	30

<b>Estimated Cost</b>	\$20,000
<b>Performance</b>	
<b>Description</b>	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2018-2019 school year based on the scores calculated in TNCompass. All teachers and assistant principals (who are not under a performance contract) are eligible to receive the bonus.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)
<b>Compensation Type and Size</b>	Compensation will be given as a bonus on or about 1 December 2019 with \$235,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00; level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).
<b>Reach</b>	185
<b>Estimated Cost</b>	\$235,000
<b>Alternative Salary Schedule</b>	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
<b>Education*</b>	
Our pay scale includes increases to base pay for earning a Masters Degree, Educational Specialist, and Doctorate Levels.	
<b>Other</b>	
The district provides performance contract compensation for principals.	
<ul style="list-style-type: none"> <li>K-8 Principals: ELA school-wide Level 4 \$1,000.00; Level 5 \$2,000.00; Math school-wide Level 4 \$1,000.00; Level 5 \$2,000.00</li> <li>9-12 Principals: ACT composite increase between .1 and .5 \$1,000.00; ACT composite increase above .5 \$2,000.00; Ready Graduate AMO Target \$1,000.00; Ready Graduate Double AMO Target \$2,000.00</li> <li>K-12 Principals: Overall LOE of 4 \$1,000.00, Overall LOE of 5 \$2,000.00</li> <li>Chronic Absenteeism decrease or below 10% \$1,000.00</li> </ul>	

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