

## Hickman County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input 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 2020-2021 school year, the signing/retention bonus will be offered in the following areas: K-12 Special Education, K-12 School Counselors, K-12 Principals, Secondary Math, Secondary Science, and Secondary Foreign Language.</p> <p><b>Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, ESL/ELL, School Psychology, Special Education, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area; Years of experience</p> <p>This bonus is available to new teachers in the district as per signing. Current teachers or leaders per retention.</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> Amounts are negotiable from \$1,000 to \$4,000</p>
<b>Reach</b>	20
<b>Estimated Cost</b>	\$70,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Teacher Leader Mentoring--serve as a mentor teacher to new or struggling teachers</p> <p>Teacher Leader Curriculum Mapping--adjust curriculum maps for the district due to losses from COVID-19</p> <p>Teacher Curriculum Leaders--completion of additional curriculum projects</p> <p>Attendance Officers--Teacher leaders to conduct Tier 1 and Tier 2 meetings with students and families regarding attendance</p> <p>Social Emotional Building Leaders--school-level teacher leaders to receive training and training others regarding social emotional learning and trauma informed practices</p> <p>Virtual School Program--oversee curriculum of virtual school</p> <p>Remote Learning Leaders--stipend for teachers and leaders who obtain completion of pre-approved coursework for remote learning or Level 1 Google certification.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in

content/grade area; Years of experience  
District and schools 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.

**Compensation Type and Size** Compensation will be provided as a stipend for specific leadership roles to building capacity and/or deliver content. Specific amounts will range from \$250-\$1,000. Attendance officers, social emotional learning leaders, and virtual school coordinator will be paid a stipend of \$1,500 per year for additional duties. Teachers and leaders that qualify as remote learning leaders will receive a \$350 stipend.

**Reach** 250

**Estimated Cost** \$190,000

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

The district compensates for educational training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S, and Doctorate as an increase to the base salary scale.

#### Other

School administrators are under a performance contract.

School wide TVAAS of 4 in Math x \$1,000

School wide TVAAS of 5 in Math x \$2,000

School wide TVASS of 4 in ELA x \$1,000

School wide TVAAS of 5 in ELA x \$2,000

ACT increase of .1-.5 x \$1,000

ACT increase of .6 x \$2,000

Ready Graduate AMO x \$1,000

Ready Graduate Double AMO x \$1,000

Overall LOE of 4 x \$1,000

Overall LOE of 5 x \$2,000

Decrease chronic absenteeism from previous year or under 10% x \$1,000

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