

Hamilton County

2023-24 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)	
Description	District High School Math and Science teachers, teachers in Promise & Hope Schools, and teachers who remain in Legacy Schools in years 1-3 or experienced teachers new to HCS will be awarded a salary supplement ranging from \$1,000 to \$8,000 based on difficulty of staffing and eligibility guidelines posted on www.hcde.org . Priority Areas: K-4 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education), 5-8 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Fine Arts, Special Education)
Eligibility Criteria	Current teachers New hires Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience Advanced degrees 1) Hard-to-Staff Schools and Subjects: Available to High School 9-12 Math and Science teachers. 2) Increase total compensation for all staff in Promise schools (>97% of students included in Super Subgroup or on Priority status): Faculty in the following s
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: District 9-12 Math/Science \$2,000; Promise School 6-12 math/science \$8,000 recruitment & \$12 k retention, core subjects \$4,000 recruitment & \$4,000 retention, Related Arts \$2,000 recruitment & \$2,000 retention --- Hope Schools Math Science \$4,000recruitment & \$6,000 retention, Core \$2,000 recruitment & \$3,000 retention, Related Arts \$1,000 recruitment and \$1,5000 retention
Reach	1,300
Estimated Cost	\$5,276,893
Instructional Roles or Responsibilities	
Description	1) The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School). 2) The district will compensate all certificated instructors serving as

their school-based Technology Contact (TC).

3) The district agrees to pay a stipend to teachers for attendance at selected PD activities outside the normal school day and/or calendar.

4) As part of the Project Inspire Teacher residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates.

5) Content lead teachers will be assigned in elementary, middle and high content areas including literacy, math, science, social studies, and related arts. These teachers work an extended calendar which includes thirty to fifty-nine additional days.

6) Lead Teachers - selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.

7) Multi-Classroom Leaders (MCL) - Selected from a pool of Instructional Coaches to work in buildings implementing Opportunity Culture, MCLs offer targeted coaching to a team of 3 - 5 teachers while holding Teacher of Record status for their own classroom and for a portion of the students in their team's classrooms.

8) Mentoring - In an effort to increase new teacher retention and effectiveness, the district will compensate certificated employees for mentoring and providing supports for first, second, and third year teachers in their content and/or building.

Number of Unique Roles: 5 or more

Eligibility Criteria

Certified in content/grade area

Years of experience

1) All certificated employees are eligible. School principals are responsible for the selection of Team Leaders and Chairpersons. Received by approximately 545.

2) All certificated employees are eligible. School principals are responsible for the selection of the TC within their school. Received by approx. 77.

3) All certificated employees are eligible. Received by approx. 750.

4) All certified employees are eligible. Available position(s) are posted district-wide and are one-year only placements. Received by approx. 24 employees.

5) All certified employees are eligible. Available positions are posted district wide. Received by approx. 40.

6) All certified employees are eligible. Available positions are posted district wide. Received by approx. 12.

7) Instructional Coaches are eligible to apply; available positions are posted district-wide. Opportunity will include approximately 12 roles.

8) Effective certificated employees with three or more years of HCS experience are eligible. Employees are nominated and selected by administration, lead mentors, and induction team. Received by approx. 415.

Compensation Type and Size

- 1) The compensation will be at a rate of \$15 per month, per instructor within the Chairperson's or Team Leader's responsibility - for a total of \$150 annually per teacher in their department. This supplement will be paid twice annually, at the end of each semester.
- 2) The designated school-based TC will be compensated at a rate of \$15 per certificated employee per school. This supplement will be paid twice annually, at the end of each semester.
- 3) Compensation - at a minimum of \$20 hourly - will be paid as a stipend upon verification of attendance.
- 4) Clinical Instructors will be compensated \$4,000 annually for one resident, and \$6,000 if they are assigned two residents. This will be paid as a supplemental stipend, twice annually, at the end of each semester.
- 5) Content lead teachers will be paid their regular daily rate of pay for each of the additional thirty to fifty-nine days worked.
- 6) Lead teachers will be paid their regular daily rate of pay for each of the additional thirty to fifty-nine days worked.
- 7) Multi-classroom Leaders will be compensated at \$10,000 annually for coaching a resident, team members, and taking on accountability across their content, grade, and department. This will be paid as a supplemental stipend, twice annually, at the end of each semester.
- 8) Mentors will be compensated annually at a minimum of \$300 per mentee for facilitating school-based orientation, facilitating school-based New Teacher Network, and/or providing supports to new teachers.

Reach	1,875
Estimated Cost	\$2,944,500

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Advanced degreed teachers receive higher compensation than base on the Bachelors up to 30 steps. EDD receives the highest compensation up to 25 steps.

Other

In an effort to encourage teachers to complete the rigorous evaluation process to become a National Board Certified Teacher, HCDE will pay an annual stipend of \$4,000 to National Board Certified Teachers. Compensation will be given as a stipend.