

Hamblen 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	Teachers and counselors at the Miller-Boyd Alternative School will receive an annual stipend for teaching in a hard-to-staff school. Priority Areas: Miller- Boyd Alternative School
Eligibility Criteria	Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Alternative School Teacher (9) x \$1,500
Reach	9
Estimated Cost	\$13,500
Instructional Roles or Responsibilities	
Description	Teacher Leaders: Teachers participate in a teacher leader program designed to develop and review best instructional practices. This program is designed to create teacher leaders in every school who are focused on collaboration around student learning. Instructional Coaches: Instructional Coaches will work ten additional days per year. Instructional Coaches will assist teachers in developing quality curriculum and prepare and deliver professional development for teachers. In addition, Instructional Coaches will assist teachers in implementing instructional best practices in their classrooms. Number of Unique Roles: 2
Eligibility Criteria	Selected by District
Compensation Type and Size	Teacher Leaders (47) x \$20 per hour Instructional Coaches (5) x 10 extra days of pay based on their individual daily rate on the teacher salary scale
Reach	52
Estimated Cost	\$73,762
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2022-2023 teacher salary schedule. Hamblen County's schedule includes degree levels for BS, BS+15, BS+30, MS, MS+15, MS+30, MS+45, EDS, and EDD/PHD.	
Other	
Teachers obtaining/maintaining the National Board Certification will receive a bonus of \$1,004.	

