



## 2015-16 Hardin County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	<p><i>Teacher Mentoring Program</i></p> <p><i>Highly effective teachers (level of effectiveness of a 4 or 5) will have an opportunity to apply for the role of Teacher Mentor. Teacher Mentors will mentor level 1 or level 2 teachers, or any teacher identified in need of mentoring for a minimum of 12 hours up to a maximum of 24 hours.</i></p>	<p><i>Teacher Mentors will receive \$20.00/hour to be paid at the conclusion of the second semester.</i></p>	<p><i>Applications will be provided to all eligible teachers applying for the role of Teacher Mentor.</i></p> <p><i>District and school leaders will review applications and select the most qualified applicants for Teacher Mentors.</i></p> <p><i>A maximum of 10 Teacher Mentors will be selected for the 2015-16 school year.</i></p>	\$5,000.00	Less than 1%
Education	<p><i>The district will continue to award step increases for levels of education. The 2015-2016 Salary Schedule is attached.</i></p>	<p><i>The compensation will be in the form of a base pay increase.</i></p>	<p><i>All certified teachers earning an advanced degree prior to the start of the 2015-2016 are eligible.</i></p>	\$4,341.00	Less than 1%

<i>Experience</i>	<i>The Hardin County School District will continue to award step increases for each year of experience up to 20 years.</i>	<i>The compensation will be in the form of a base pay increase.</i>	<i>All certified teachers with 20 years or less experience are eligible.</i>	<i>\$347,685.00</i>	<i>2.2%</i>
<i>Other</i>	<i>Extending the reach of highly effective teachers beyond the school day and school year.</i>  <i>Highly effective teachers (level of effectiveness of a 4 or 5) will have an opportunity to apply for the extended reach positions.</i>	<i>Highly effective teachers selected for extended reach opportunities will receive \$20.00/hour to be paid at the conclusion of the second semester.</i>	<i>An estimate of 25 teachers will be selected for extended reach positions.</i>	<i>\$51,810.00</i>	<i>Less than 1%</i>