



2015-16 Humphreys 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)	<p><i>Humphreys County Schools will pay a bonus for hard-to staff-areas of secondary math and computer applications. Teachers receiving the hard-to-staff incentive will teach one extra class period in lieu of their planning period</i></p>	<p><i>Bonus between \$500-\$10,000. The annual stipend amount will be based on teaching during planning period, which is equivalent to (1/6) of beginning teacher salary.</i></p>	<p><i>Current teachers already placed in hard-to-staff positions will be eligible to receive the incentive.</i></p> <p><i>E: 2</i> <i>F: 2</i></p>	<p><i>\$10,000</i></p>	<p><i>0.01%</i></p>
Performance	<p><i>Humphreys County Schools will pay a bonus of \$440 to every teacher and administrator achieving a score of 3 or higher on individual growth and/or overall Teacher Effect Score and/or average Observation Score using the results from the 2014-2015 school year.</i></p>	<p><i>\$440 Bonus</i></p>	<p><i>E: 250</i> <i>F: 225</i></p>	<p><i>\$99,000</i></p>	<p><i>0.01%</i></p>
Additional Instructional Roles or Responsibilities	<p><i>The district will have one Lead Teacher role. The Lead Teacher will serve as a mentor teacher.</i></p>	<p><i>\$500 stipend</i></p>	<p><i>1</i></p>	<p><i>\$500</i></p>	<p><i><0.01%</i></p>
Education	<p><i>Humphreys County Schools will maintain pay lanes based</i></p>	<p><i>Base</i> <i>Varies by degree</i></p>	<p><i>E: 250</i> <i>F: 17</i></p>	<p><i>\$26,000</i></p>	<p><i>0.09%</i></p>

	<i>upon recognized degree (no changes).</i>				
Experience	<i>Humphreys County will maintain pay steps based upon recognized experience (no changes).</i>	<i>Base Varies by experience</i>	<i>E: 250 F:</i>	<i>\$75,000</i>	<i>0.06%</i>
Other					