

Humphreys County					
2016-17 Differentiated Pay Plan (Approved by Humphreys Co. Board of Ed. 06/09/2016)					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<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>	<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 the teacher's salary based on experience only.</i>	<i>Current teachers already placed in hard-to-staff positions will be eligible to receive the incentive.</i> <i>E: 2</i> <i>F: 2</i>	<i>\$10,000</i>	<i>0.01%</i>
Performance	<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</i>	<i>\$440 Bonus</i>	<i>E: 250</i> <i>F: 225</i>	<i>\$99,000</i>	<i>0.01%</i>

	<i>and/or average Observation Score using the results from the 2015-2016 school year (no changes).</i>				
Additional Instructional Roles or Responsibilities	<i>The district will have one Lead Teacher role. The Lead Teacher will serve as a mentor teacher (no changes).</i>	<i>\$500 stipend</i>	<i>1</i>	<i>\$500</i>	<i><0.01%</i>
Education*	<i>Humphreys County Schools will maintain pay lanes based upon recognized degree (no changes).</i>	<i>Base Varies by degree</i>	<i>E: 250 F: 17</i>	<i>\$26,000</i>	<i>0.09%</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					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*