

HAWKINS COUNTY--370					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Teacher Leaders will be responsible for attending meetings throughout the year and relaying all information back to the school staff. They will be involved in a variety of duties including curriculum development, leading PLC meetings and providing	Level of Overall Effectiveness (LOE) Attendance minimum (i.e. miss no more than 12 days) Years of experience Advanced degrees Teacher Leaders are chosen by the	Teacher Leaders receive \$1,500 per year Testing Coordinators receive: \$300 for 125 and fewer number of students tested \$500 for 126-325 Tested Students	60	\$62,600

	<p>professional development to other teachers.</p> <p>Testing Coordinators are responsible for attending security meetings and training all staff at the school level on administering standardized tests. They are responsible for assuring that the student demographic data is accurate in the testing site. They are responsible for assuring that teachers claim students following the claiming guidelines. They are responsible for the inventory and security of all testing materials on site. They will assure that all testing materials are returned to a central location and packed appropriately.</p> <p>Technology Leaders provide direct support to the teacher by coaching or modeling technology tools and resources, consults and collaborates with teachers, working with students when needed for the purpose of modeling or demonstrating a lesson in the classroom ,advises and assists teachers to determine</p>	<p>administration of the school. Principals take in consideration the number of years experience, attendance, LOE and advanced degrees. Testing Coordinators and Tech Coordinators will be chosen by the Testing Supervisor and the Technology Supervisor along with the school administrators and qualifications will be around organizational skills, interpersonal relations, communication skills and experience in dealing with technology or testing.</p>	<p>\$700 for 326-525 tested students</p> <p>\$1,400 for 525 and above tested students.</p> <p>Technology Coordinators receive a fee of \$37.13 per FTE which is a range between \$300-\$3,000).</p>		

	what, when, where, and how to integrate technology tools in the curriculum, has a strong foundation in pedagogy and teaching methodologies, models technology usage for the staff, assists the teacher with productivity and develops a rich library of curriculum-driven technology-enhanced resources and materials for subject area teachers.				
Education*	HCBOE recognizes Bachelors, Masters, EdS and Doctorate certification with a base salary increase if the degree is awarded from a college of education in the areas aligned to current duties, will result in an added endorsement, or is in the area of supervision and administration or curriculum and instruction.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*