

HARDIN COUNTY--360					
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)	Speech Pathologist Special Education Teacher (CDC)	Certified in content/grade area	Base Pay Increase Speech Pathologist - \$8,792 Special Education - \$3,517	2	\$12,309
Performance					
Additional Instructional Roles or Responsibilities	Teacher Mentoring Program 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 new teachers, level 1 or level 2 teachers,	Level of Overall Effectiveness (LOE) Individual TVAAS	Teacher Mentors will receive \$20.00/hour to be paid at the conclusion of the second semester.	30	\$17,000

	or any teacher identified in need of mentoring for a minimum of 12 hours up to a maximum of 24 hours. Additional hours above the maximum 24 hours will be provided to a retired Curriculum and Instructional Facilitator to mentor a replacement.				
Education*	The district will continue to award step increases for levels of education. The compensation will be in the form of a base pay increase. All certified teachers earning an advanced degree prior to the start of the 2017-2018 school year are eligible.				
Other					

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