

Hamilton County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>A sign-on and incentive bonus for designated hard to fill positions in the amount of \$2,000 dollars up to \$4,000 dollars. Those designated hard to fill positions in Title Schools shall include Physics, Chemistry, Math (7-12), Self-Contained-Exceptional Education and SLP.</p> <p>Retention bonuses for grades 6-12 Math teachers who earn a level 4 or 5 TVAAS for the 2018-19 school year and commit to returning for the 2019-20 school year are eligible to receive a \$5,000 bonus. This bonus is only available to 6-12 Math teachers at Orchard Knob Middle, Dalewood Middle, and Brainerd High.</p> <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education, Math), 9-12 (Math, Science, Special Education)</p>
Eligibility Criteria	<p>The certified educator must provide active Tennessee teacher license documentation in the content/grade area for which he/she will be teaching. Available for approx. 45 educators</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: A sign-on and incentive bonus for designated hard to fill positions in the amount of \$2,000 dollars up to \$4,000 dollars. Those designated hard to fill positions in Title Schools shall include Physics, Chemistry, Math (7-12), Self-Contained-Exceptional Education and SLP.</p> <p>Retention bonus for 6-12 math teachers scoring level 4 or 5 TVAAS who commit to returning for the 2019-20 school year will receive \$5,000.</p>
Reach	45
Estimated Cost	\$195,000

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School). The district will compensate all certificated instructors serving as their school-based Technology Contact (TC). As part of our "Project Inspire" math and science residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates. Lead Literacy and Lead Math Instructors will be assigned to all elementary and Opportunity Zone schools. These teachers work an

extended calendar which includes ten additional days.

- Lead Teachers - selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.

Number of Unique Roles: 5 or more	
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience Demonstrated exemplary performance and expertise.
Compensation Type and Size	Grade Level Chairpersons \$15 per month for a total of \$150. Technology Contact \$15 per certified teacher per school. PD attendance - \$20/hour Project Inspire Clinical Instructor - \$4,000 per one resident; \$6,000 for two residents Lead Literacy and Lead Math Instructors - work an additional ten days at their rate of pay Exceptional Education Lead Teachers - work an extended calendar at rate of pay up to 40 additional days
Reach	1,463
Estimated Cost	\$957,500
Performance	
Description	All certificated staff who work a minimum of 120 days in a state- recognized Reward School will receive \$250 for a growth award and \$250 for an achievement award.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Other: All teachers in the district are eligible. Reward schools for growth / achievement are determined annually by the SDOE. Received by approximately 250. All certificated staff who work a minimum of 120 days in a state- recognized Reward School will receive \$250 for a growth award and \$250 for an achievement award.
Compensation Type and Size	\$250
Reach	250
Estimated Cost	\$30,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Compensation for advanced degrees beyond a Master's will be included in the base pay for teachers, with increases for the following: Master's + 30, Ed.S., and Ph.D. Qualifying teacher receive between \$2,500 - \$10,000 additional salary

Other

1. In an effort to encourage teachers to complete the rigorous evaluation process to become a National Board Certified Teacher, HCDE will pay a yearly bonus of \$4,000 to National Board Certified Teachers.

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