

## Hamblen County Schools

### 2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Teachers at Miller-Boyd Alternative School will receive an annual stipend for teaching in a hard-to-staff school. <b>Priority Areas: K-4, 5-8, 9-12</b>
<b>Eligibility Criteria</b>	Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> Alternative School Teacher (8) x \$1500
<b>Reach</b>	8
<b>Estimated Cost</b>	\$12,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Leaders: Teachers participate in a teacher leader program designed to develop and review best instructional practices. This program is designed to create teacher leaders in every school focused on collaboration around student learning. Curriculum Development: Instructional coaches will work with teachers to develop and review curriculum that will be utilized throughout the district. Instructional Coaches: Instructional coaches will work ten additional days per year. Instructional coaches will assist teachers in developing quality curriculum and prepare and deliver professional development for teachers. <b>Number of Unique Roles: 3</b>
<b>Eligibility Criteria</b>	N/A
<b>Compensation Type and Size</b>	Teacher Leaders (48) x \$1,200 Curriculum Development (45) x \$20 per hour Instructional Coaches (5) x 10 extra days of pay based on their individual daily rate on the teacher salary scale
<b>Reach</b>	98
<b>Estimated Cost</b>	\$136,780
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2019-2020 teacher salary schedule. Hamblen County's schedule includes degree levels for BS, BS+15, BS+30, MS, MS+15, MS+30, MS+45, EDS, and EDD/PHD.	
Other	
Teachers obtaining the National Board Certification will receive a bonus of \$955 each year.	

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