

Hamblen County Schools 2020-21 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)	
Description	Teachers at Miller-Boyd Alternative School and the Transition Academy will receive an annual stipend for teaching in hard-to-staff schools. Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)
Eligibility Criteria	Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Alternative School Teacher (9) x \$1,500
Reach	9
Estimated Cost	\$13,500

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> 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.
	Number of Unique Roles: 3
Eligibility Criteria	Applications are submitted to the Department of Instruction. A panel of Instructional Coaches chaired by the Assistant Superintendent for Curriculum and Instruction review the applications and choose candidates based on the needs of each school.
Compensation Type and Size	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
Reach	98
Estimated Cost	\$127,472

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	

Education*	
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/maintaining the National Board Certification will receive a bonus of \$955. *Education is not a differentiated pay element and does not count toward the mandated criteria.	