

## Humboldt City School District 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Humboldt City Schools has high-needs subject areas (as indicated below) that we struggle to recruit and retain effective educators for positions. <b>Priority Areas: 9-12 (Math, Science, Reading/ELA, Fine Arts)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$3,000 for Science \$3,000 for Reading/ELA \$3,000 for Fine Arts \$5,000 for Math
<b>Reach</b>	6
<b>Estimated Cost</b>	\$24,000
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	Individual teacher effect (growth) score of 5 = \$200
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers <b>Eligibility Criteria:</b> Individual TVAAS or portfolio growth score
<b>Compensation Type and Size</b>	\$200
<b>Reach</b>	5
<b>Estimated Cost</b>	\$1,000
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The salary recognizes the following advanced degrees: BS, MS, MS+30, EDS, and EDD.	
Other	
N/A	

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