

Humboldt City Schools

2021-22 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)	
Description	Humboldt City Schools has high-needs subject areas that we struggle to recruit and retain effective educators for positions. Priority Areas: 9-12 (Math, Science, Reading/ELA, Fine Arts)
Eligibility Criteria	Certified in content/grade area; Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: \$3,000 for Science; \$3,000 for Reading/ELA; \$3,000 for Fine Arts; \$5,000 for Math
Reach	14
Estimated Cost	\$52,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	One Time Bonus: Teacher-Effect Composite (LOE) Score <ul style="list-style-type: none"> Score of 5 = \$300 Score of 4 = \$100 Individual Teacher-Effect (Growth) Score of 5 = \$250
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score
Compensation Type and Size	Teacher-Effect Composite (LOE) Score <ul style="list-style-type: none"> Score of 5 = \$300 Score of 4 = \$100 Individual Teacher-Effect (Growth) Score of 5 = \$250
Reach	30
Estimated Cost	\$6,500
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district salary schedule includes BS, MS, MS+30, EDS, and EDD lanes.	
Other	
N/A	

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