



2015-16 Hawkins County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p>The district will continue to utilize the Teacher Leader Position of highly effective teacher leaders to lead PLCs, work with curriculum and support the school administration as a liaison between the district offices and the school.</p> <p>In addition, Teacher Mentors will be utilized to work with beginning teachers across the district.</p>	<p>The yearly award for Teacher Leaders will be a \$1,500 per teacher stipend to be paid in the June paycheck for Teacher Leaders.</p> <p>Teacher Mentors will receive a stipend of \$1,000 per teacher who works as a full time mentor and \$500 for teachers who work as a half-time mentor.</p>	<p>Twenty teachers will be eligible for the compensation for Teacher Leaders and we forecast that all twenty positions will receive the award.</p> <p>We plan to have 35-40 Teacher Mentors to support new teachers in our district.</p>	<p>Hawkins County Schools estimates that the cost for Teacher Leaders and Teacher Mentors will be \$81,655.</p>	<p>This element would comprise .22% of the salary expenditures for Hawkins County.</p>
Education	<p>Hawkins County Board of Education shall recognize Bachelors, Masters, Ed.S and Doctorate certification for certified personnel who are employed by Hawkins County</p>	<p>Advanced degrees will be awarded with base pay increase.</p> <p>In alignment with the state minimum salary schedule, advanced degrees will not be</p>	<p>All teachers are eligible for this compensation who meet eligibility requirements.</p>	<p>The total cost to implement the steps of BS +30 and MS +45 would be approximately \$54,954.00 for</p>	<p>This cost would comprise approximately 1.42 % of the district salary expenditure.</p>

	Schools. Bachelors +30 and Masters + 45 will be phased out as of July 1, 2015, but those employees having these certifications will be grandfathered in. The school system will not recognize these certifications after June 2015.	recognized unless the degree is awarded from a college of education in the areas aligned to current duties, will result in an added endorsement, or is in the area of supervision and administration or curriculum and instruction. Current employees of the Hawkins County School District have until July 1, 2016 to complete advanced degrees.		those teachers who are grandfathered in. The cost for those who have an Ed.S and Doctorate above their compensation at the Master's level is \$471,723.00. This total represents \$526,677.00.	
<i>Experience</i>	The district will continue to award step increases for each year of experience. The attached salary schedule contains the 2015-2016 proposed salary schedule figures. This will be updated to reflect state and local funding bodies' funding levels.	Each teacher will earn a yearly step increase for years of experience 0 – 20, 21-30, and 31+.	All teachers are eligible for this compensation who meet eligibility requirements.	The average step increase in the district is \$571.71 per year. The estimated cost is \$286, 427	These experience payments make up about .76% of the districts expenditures on salary.
Other					