

Hickman County (410)					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The District will offer a signing and/or retention bonus for hard to fill positions. For the 2016-2017 school year, signing/retention bonuses will be offered in the following areas: Special Education, Secondary Math, Guidance, Principal and Spanish.	<i>The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2016 and one half on or about 1 May 2017. Amounts are negotiable from \$1,000.00 to \$4,000.00.</i>	The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that five to eight will receive the bonus. For retention, two to six.	It is estimated that the bonus will be approximately \$45,000.00 for 2016-2017.	The bonus will be less than 2% of salary expenditures.

			<i>The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that five to six will receive the bonus. For retention, one to two.</i>	<i>It is estimated that differentiated pay will be awarded in an amount of approximately \$25,000.00 for school year 2015-2016.</i>	<i>The bonus will be less than 1% of salary expenditures.</i>
Performance	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the previous school year based on an actual 2015-2016 individual earned score (not cumulative, not schoolwide).	Compensation will be given as a bonus on or about 1 December 2016 with \$250,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00; level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).	<p>All teachers are eligible to receive the bonus provided they are permitted by State law.</p> <p>It is estimated that approximately one hundred seventy-five teachers will receive the bonus.</p>	The District estimates that the bonus payments will total approximately \$250,000.00 for the 2016-2017 school year.	The Performance bonus is estimated to be approximately 3% of salary expenditures.
Additional Instructional Roles or Responsibilities	The Hickman County School System will compensate teachers for providing additional	The compensation will be provided as a supplement (bonus) for specific leadership roles to build instructional	Based upon TEAM scores approximately 70% of Hickman County teachers would be	The district estimates the bonus payments will total approximately	The bonus is estimated to be approximately less than 1% of salary expenditures.

	instructional support by performing additional duties in order to build capacity and increase teacher effectiveness. Highly effective teacher with scores of 3-5 will receive a supplement for their duties.	capacity. Specific amounts will range for \$250 - \$1,000.	eligible to apply for the additional instructional roles or responsibilities based upon system needs. District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school. The estimated needs will be addressed through instructional coaching supplements, up to 16 positions.	\$14,000.00 for the 2016-2017 school year.	
<i>Education*</i>	The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and	Compensation is given as a base pay increase. Qualifying teachers, depending on their degree, receive an	All teachers are eligible. All teachers participate.	The District estimates that the degree increase will be \$15,000.00	The cost will be less than 1% of salary expenditures.

	Doctorate. (See attached salary schedule.)	increase of \$1,000.00 - \$3,000.00.		for the 2016-2017 school year.	
<i>Experience*</i>	The District will continue to pay for experience up to 30 years of experience. (See attached salary schedule.)	Each year a teacher earns a base step increase as indicated on the salary schedule.	All teachers are eligible. All teachers participate.	The District estimates that the 2016-2017 step experience increase will be approximately \$250,000.00.	The cost will be less than 5% of salary expenditures.
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*