

HUMPHREYS COUNTY--430					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Humphreys County will pay a bonus for hard-to-staff areas. Teachers receiving the hard-to-staff incentive will teach one extra class period in lieu of their planning period.	Certified in content/grade area	Bonus 1/6 of the teacher's salary based on experience only. This usually amounts to about \$6,500 to \$7,000 additional pay.	3	\$21,000
Performance	Humphreys County Schools will pay a bonus of \$440 to every teacher and administrator achieving a score of 3 or higher on individual growth and/or overall Teacher Effect Score and/or average Observation Score using the results from the 2016-2017 school year.	Tested teachers Non-tested teachers Portfolio teachers One of three: Individual Growth; Level of Overall Effectiveness; average Observation Score	\$440	228	\$100,000

Additional Instructional Roles or Responsibilities	The district will have Lead Teacher roles. Lead Teachers will serve as a mentor teacher, help coordinate grade and subject specific curriculum initiatives such as pacing guides and county-wide benchmark assessments.	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area	\$500	8	\$40,000
Education*	Educators are compensated for earning advanced degrees by progress towards additional degrees at the following levels: BS+10; BS+20; MA; MA+10; MA+20; MA+30; EDS and Doctorate.				
Other					

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