

HAMBLEN COUNTY--320					
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)	Teachers at the Miller-Boyd Alternative School will receive a base pay increase for teaching in a hard-to-staff school.	None	Base Pay Increase \$1,500	8	\$12,000
Performance					
Additional Instructional Roles or Responsibilities	<p>Approximately 45 teachers will participate in the teacher leader program.</p> <p>Approximately 6 teachers will participate in curriculum development activities.</p> <p>5 instructional coaches will work 10 additional days per year in order to prepare and deliver</p>	None	<p>Teachers participating in the teacher leader program will receive a bonus of \$1,200.</p> <p>Teachers participating in curriculum development will receive \$20 per hour.</p> <p>Instructional coaches working 10 extra days will receive 10 extra days of pay based on their individual daily</p>	162	\$184,746

	<p>professional development for teachers.</p> <p>Approximately 10 teachers will analyze school-level data.</p>		<p>rate on the teacher salary scale as a part of their base pay.</p> <p>Teachers analyzing school data will receive \$17.14 per hour.</p>		
Education*	The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2017-2018 salary schedule.				
Other					

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