

HICKMAN COUNTY--410					
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)	The district will offer a signing and/or retention bonus for hard to fill positions. For the 2017-2018 school year, signing/retention bonuses will be offered in the following areas: Special Education, Secondary Math, Guidance, Principal, and Spanish.	<p>Certified in content/grade area</p> <p>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.</p>	<p>Bonus</p> <p>Amounts are negotiable from \$1,000.00 to \$4,000.00</p>	10	\$45,000
Performance	The district will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2017-2018 school year based on the scores calculated in TNCompass.	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p> <p>Level of Overall Effectiveness (LOE)</p>	The amount allocated for the performance bonus will be divided per share for the number of teachers that will qualify: (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	150	\$250,000

			maximum amount of \$2,000.00)		
Additional Instructional Roles or Responsibilities	The district will compensate teachers for providing additional instructional support by performing duties in order to build capacity and increase teacher effectiveness.	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by data analysis from each individual school.</p>	Specific amounts will range from \$500.00 to \$1,000.00	16	\$14,000
Education*	Educators are compensated through a base pay increase for attaining additional educational training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate.				
Other					

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