

Hardeman County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Hardeman County Schools will continue to set aside funds for recruitment and retention of Spanish and Geometry teachers. Recruitment and retention activities will help to ensure that highly effective teachers are providing instruction in classrooms providing opportunities for students to experience increased academic achievement in Reading/Language Arts and Math. Priority Areas: 9-12 (Math, Other)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: 9-12 Spanish Teacher (3) x \$1,000 9-12 Geometry Teacher (2) x \$1,000
Reach	5
Estimated Cost	\$5,905.50

Instructional Roles or Responsibilities	
Description	Teacher Leader: Assist and support all teachers in researching best practices, collecting and analyzing data and curriculum to enhance instructional planning. Teacher leaders will assist lower performing teachers with effective instructional planning and provide reflective mentoring sessions to model demonstrations. In addition, teacher leaders will collaboratively work with district staff in developing, presenting, and/or facilitate professional trainings, to include, but not be limited to the following: effective instruction and academic feedback, small/whole group differentiated instruction, data-driven instruction, effective technology use in the classroom, collaborative coaching and peer modeling. Number of Unique Roles: 1
Eligibility Criteria	Level of Overall Effectiveness (LOE), Attendance minimum (i.e. miss no more than 12 days), Years of experience Minimum of five years of successful teaching experience with considerable knowledge of effective and varied teaching strategies and assessment techniques. Personal characteristics conducive to working effectively with students, parents, teachers, school personnel, and community groups.
Compensation Type and Size	Teacher Leader (18) x \$1,500
Reach	18
Estimated Cost	\$31,889.70

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Hardeman County Schools Salary Scale based on degree level and years of experience. Advanced degrees include: Master's, Master's+45, Ed.S, and Doctorate.

Other

N/A

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