

Hickman County Schools

2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Subject areas of math and science are considered hard to fill for grades 7-12. Other areas of hard to fill/retention bonuses include: K-12 School Counselors, K-12 School Principals, and grades 9-12 Foreign Language teachers. Priority Areas: K-4 (Special Education, Other), 5-8 (Math, Science, Special Education, Other), 9-12 (Math, Science, Special Education, Other)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Amounts are negotiable between \$1,000.00-\$4,000.00 Current teachers are eligible for retention and new teachers are eligible for signing bonus. We estimate 12-15 teachers will receive a signing bonus and 5-8 will receive a retention bonus.
Reach	23
Estimated Cost	\$70,000
Instructional Roles or Responsibilities	
Description	Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders who assist with special district-wide curricular projects as determined by the administration. Number of Unique Roles: 2
Eligibility Criteria	Level of Overall Effectiveness (LOE), Years of experience 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.
Compensation Type and Size	The compensation will be provided as a supplement/bonus for specific leadership roles to build instructional capacity. Specific amounts will range from \$250-\$1,000.
Reach	35
Estimated Cost	\$20,000
Performance	
Description	Hickman County will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2018-2019 school year based on the scores calculated in TNCompass.

Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE) Level of Overall Effectiveness of 4 or 5
Compensation Type and Size	Compensation will be given as a bonus on or about 1 December 2017 with \$225,000.00 being divided per share for the number of teacher 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).
Reach	175
Estimated Cost	\$225,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Compensation is given as a base increase for education training in five lanes: Bachelors, Masters, Masters +30, Ed.S., Ph.D

Other

N/A

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