

Humphreys County Schools 2019-20 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	Teachers in hard-to-staff areas are paid to teach an extra class during their planning period. Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Math)
Eligibility Criteria	Teachers that are certified in the area of need are eligible for this differentiated pay. Preference is given for effectiveness. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: They are paid 1/6 of their base salary before any additional supplements are added.
Reach	2
Estimated Cost	\$15,000
Instructional Roles or Responsibilities	
Description	We will have 2 "Lead teachers" who will help the district by adding responsibilities to their usual instructional assignments. One Pre-K teacher will serve as the lead teacher for Pre-K, K, and 1st grade portfolios. The other will focus on early literacy. Other teachers will serve on a county-wide literacy team. Part of these duties may include a stipend. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Teachers serving in these roles will be identified by the principals at each school or by district staff as having unique capabilities or content knowledge to successfully complete assigned tasks.
Compensation Type and Size	\$250-\$1500 depending on exact assignment. Lead teachers will earn between \$1000-\$1500 depending work load. Teachers serving on the Literacy Team may make \$250-\$500 depending on number of assigned tasks.
Reach	6
Estimated Cost	\$5,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The district salary schedule includes lanes for BA +10, and 20, MA, MA +10, 20 and 30, EDS and Doctorate.	
Other	
N/A	

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