

HUMPHREYS COUNTY

2023-24 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, ESL/ELL)
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area To be eligible, teachers must be certified in the content/grade area of need. Preference is given for effectiveness. Current teachers New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Bonus Type: Compensation Amount: 1/6 of teacher salary based on experience.
Reach	2
Estimated Cost	\$16,000
Instructional Roles or Responsibilities	
Description	The district will have lead teacher roles. These teachers will help fill identified by adding responsibilities to their usual instructional assignments. Lead teachers will, at the request of the director of school or his/her designee, help coordinate grade and subject specific curriculum initiatives, assist with re-delivery of professional development, conduct PLC's or other similar duties as assigned by the director. Number of Unique Roles: 5 or more
Eligibility Criteria	Certified in content/grade area The teacher will be certified in the content/grade area for the task if applicable. Interest in future leadership roles will be considered.
Compensation Type and Size	A range of \$250 to \$1,500 depending on the complexity of the assignment and amount of time to be dedicated to the task. Assignments covering the entire school year, such as lead portfolio teacher, may be compensated up to \$1,500.
Reach	7
Estimated Cost	\$8,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district salary schedule includes lanes for BA, BA+10 and 20, MA, MA+10, 20 and 30, EDS, and Doctorate.	

Other