

Hawkins County Schools

Hawkins County Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Hawkins County will continue to utilize the Teacher Leader position of highly effective teacher leaders to lead PLCs, work with curriculum and support the school administration as a liaison between the district offices and the school.	The yearly award for Teacher Leaders will be a \$1,500 per teacher stipend to be paid in the June paycheck for Teacher Leaders.	Twenty teachers will be eligible for the compensation for Teacher Leaders and we forecast that all twenty positions will receive the award.	Hawkins County Schools estimates that the cost for Teacher Leaders will be \$30,000	The category of "additional instructional roles and responsibilities" expenditures would compromise approximately

Hawkins County Schools

	<p>Teacher Mentors will be utilized to work with beginning teachers across the district.</p> <p>School-level testing coordinators will be compensated for additional duties based on the number of tested students per school.</p>	<p>Teacher Mentors will receive a stipend of \$600 per teacher who works as a full time mentor and \$300 for teachers who work as a half-time mentors. Payment will be made in the June paycheck.</p> <p>Teacher Testing Coordinators will be paid on the following scale:</p> <p>125 and fewer tested students: \$300</p> <p>126 -325 tested students: \$500</p> <p>326-525 tested students: \$700</p> <p>525 and above tested students: \$1,400</p>	<p>We estimate the need for 18 Teacher Mentors for the 2016-2017 school year.</p> <p>We estimate that 17 teachers will receive this compensation.</p>	<p>Maximum cost for Mentors: \$10,800</p> <p>Approximate cost for Testing Coordinators: \$9,500</p> <p>Total Cost for added responsibilities: \$50,300</p>	<p>0.19% of the salary costs for Hawkins County Schools.</p>
Education*					
Experience*					

Hawkins County Schools

Other					
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*