

Hardin County					
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)	N/A	N/A	N/A	N/A	N/A
Performance	N/A	N/A	N/A	N/A	N/A
Additional Instructional Roles or Responsibilities	<u>Teacher Mentoring Program</u> Highly effective teachers (level of effectiveness of a 4 or 5) will have an opportunity to apply for the role of Teacher Mentor. Teacher Mentors will mentor new teachers, level 1 or level 2 teachers, or any teacher identified in need of mentoring for a minimum of 12	Teacher Mentors, Parent Involvement Coordinators, Website Managers will receive \$20.00/hour to be paid at the conclusion of the second semester.	Applications will be provided to all eligible teachers applying for the role of Teacher Mentor. District and school leaders will review applications and select the most qualified	\$21,054.00	Less than 1%

	<p><i>hours up to a maximum of 24 hours. Additional hours above the maximum 24 hours will be provided to a retired Curriculum and Instructional Facilitator to mentor a replacement.</i></p> <p><u>Parent Involvement Coordinators</u></p> <p><i>Stipends are paid to teachers for planning, coordinating, and publicizing events to train parents to effectively work with their children in academic areas of need.</i></p> <p><u>Website Managers</u></p> <p><i>Stipends are paid for one teacher per school to update each school's website.</i></p>		<p><i>applicants for Teacher Mentors.</i></p> <p><i>The number of Teacher Mentors selected will be based on the number of teachers requiring a mentor for the 2016-2017 school year.</i></p> <p><i>Parent Involvement Coordinators and Website Managers will be selected by building level administrators.</i></p>		
Education*	<i>The district will continue to award step increases for levels of education. The 2016-2017 Salary Schedule is attached.</i>	<i>The compensation will be in the form of a base pay increase.</i>	<i>All certified teachers earning an advanced degree prior to the start of the 2016-20167 are eligible.</i>	\$4,021.00	Less than 1%
Experience*	<i>The Hardin County School District will continue to award step</i>	<i>The compensation will be in the form of a base pay increase.</i>	<i>All certified teachers with 20 years or less experience are eligible.</i>	\$472,750.00	3.07%

	<i>increases for each year of experience up to 20 years.</i>				
Other	<i>Extending the reach of highly effective teachers beyond the school day and school year.</i> <i>Highly effective teachers (level of effectiveness of a 4 or 5) will have an opportunity to apply for the extended reach positions.</i>	<i>Highly effective teachers be selected first for extended reach opportunities will receive \$20.00/hour to be paid at the conclusion of the second semester.</i>	<i>An estimate of 30 teachers will be selected for extended reach positions.</i>	\$50,000.00	<i>Less than 1%</i>

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