

Humboldt City School District 2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	1. Teachers who receive a teacher-effect composite score of 5 or 4. 2. Teachers who receive an individual teacher-effect score of 5. The district will incorporate a one-time performance bonus that uses TEAM evaluation criteria to determine the amount awarded to each teacher.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE), Individual TVAAS or Portfolio Growth Score
Compensation Type and Size	One Time Bonus 1. Teacher Level of Overall Effectiveness Composite Score Score of 5 = \$300 Score of 4 = \$100 2. Individual Teacher-Effect Score of 5 = \$250
Reach	74
Estimated Cost	\$24,173
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Salary Schedule. Educators are compensated for advanced degrees. Advanced degrees include: M.S., M.S.+30, EDS, and EDD.	
Other	
N/A	

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