

Hamblen County Schools

2018-19 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 at Miller-Boyd Alternative School will receive a base pay increase for teaching in a hard-to-staff school. Priority Areas: K-4, 5-8, 9-12
Eligibility Criteria	Current teachers & New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: \$1,500
Reach	8
Estimated Cost	\$12,000

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Teacher Leaders: Participate in a teacher leader program designed to develop and review best instructional practices. Curriculum Development: Teachers will participate in curriculum development activities. Instructional Coaches: Instructional coaches will work ten additional days per year in order to prepare and deliver professional development for teachers.
Number of Unique Roles: 3	
Eligibility Criteria	N/A
Compensation Type and Size	<ul style="list-style-type: none"> Teacher Leaders (47) x \$1,200 Curriculum Development (50) \$20 per hour Instructional Coaches (5) 10 extra days of pay based on their individual daily rate on the teacher salary scale.
Reach	255
Estimated Cost	\$420,451

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	

The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2018-2019 teacher salary schedule. Hamblen County's schedule includes levels for BS, BS+15, BS+30, MS, MS+15, MS+30, MS+45, EDS, and EDD/PHD.

Other	
Teachers obtaining the National Board Certification will receive a bonus of \$946 each year.	

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