

Humboldt City School District 2019-20 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	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to use 2018-19 performance data to pay out 2019-20 bonuses.</p> <ol style="list-style-type: none"> Teachers who receive a teacher-effect composite score of 5 or 4. Teachers who receive an individual teacher-effect score of 5. <p>The district will incorporate a one-time performance bonus that uses TEAM evaluation criteria to determine the amount awarded.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score</p>
Compensation Type and Size	<p>One Time Bonus:</p> <ul style="list-style-type: none"> Teacher-Effect Composite (LOE) Score <ul style="list-style-type: none"> Score of 5 = \$300 Score of 4 = \$100 Individual Teacher-Effect (Growth) Score of 5 = \$250
Reach	75
Estimated Cost	\$24,892.75
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district recognizes the following advanced degrees: 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.