

Hawkins County Schools 2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

- Description**
- Teacher Leaders in Hawkins County are compensated at a rate of \$1,500 per Teacher Leader. Each school has one Teacher Leader per building, with the exception of Volunteer and Cherokee High Schools. Each of these schools has two Teacher Leaders; one English Language Arts teacher and one Math teacher. Teacher Leaders are responsible for being a liaison between Central Office and the school, providing assistance with curriculum development, attending meetings throughout the year and other responsibilities assigned by the school administrators.
- Technology Leaders provide direct support to the teacher by coaching or modeling technology tools and resources, consults and collaborates with teachers, working with students when needed for the purpose of modeling or demonstrating a lesson in the classroom, advises and assists teachers to determine what, when, where, and how to integrate technology tools in the curriculum, has a strong foundation in teaching methodologies, models technology usage for the staff, assists the teacher with productivity and develops a rich library of curriculum-driven technology-enhanced resources and materials for subject area teachers. Technology Coordinators receive a fee of \$37.13 per FTE which is a range of \$300-\$3,000.
- Testing Coordinators are responsible for attending security meetings and training all staff at the school level on administering standardized tests. They are responsible for assuring that the student demographic data is accurate in the testing site. They are responsible for assuring that teachers claim students following the claiming guidelines. They are responsible for the inventory and security of all testing materials on site. They will assure that all testing materials are returned to a central location and packed appropriately.

Number of Unique Roles: 3

Eligibility Criteria

Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience
Teacher Leaders must have good attendance and have a minimum years experience. There is an application process which also looks at TVAAS and certification as well. Instructional Technology Leaders must have or be working to become Google Certified and have principal recommendation. Testing Coordinators must be recommended by their principal and have a

	technology background; training is required and good attendance is a consideration and they must be certified in their content area.
Compensation Type and Size	Technology Coordinators receive a fee of \$37.13 per FTE which is a range of \$300-\$3,000. Testing Coordinators pay is contingent upon the number of students tested in their building and ranges from \$300-\$1,500. Teacher leaders receive \$1,500 per year.
Reach	60
Estimated Cost	\$62,600

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria: Hawkins County Board of Education shall recognize Bachelors, Masters, Ed.S and Doctorate certification for certified personnel who are employed by Hawkins County Schools. Bachelors + 30 and Masters plus +45 will be phased out as of July 1, 2015, but those employees having these certifications will be grandfathered in. The school system will not recognize these certifications after June 2015. The district will continue to award step increases for each year of experience. Each teacher will earn a yearly step increase for years of experience 0-20, 21-30 and 31+.

Education*

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Other

N/A

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