

Hamilton County Schools

2019-20 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	A sign-on and incentive bonus for designated hard to fill positions in the amount of \$2,000 dollars up to \$4,000 dollars. Those designated hard to fill positions in Title Schools shall include Physics, Chemistry, Math (7-12), Self-Contained-Exceptional Education and Speech Language Pathologists. Priority Areas: K-4 (Special Education), 5-8 (Math, Science, Special Education), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area; Advanced degrees Bonus will be paid at the beginning of the subsequent school year. Educators must sign an agreement to remain in the school for at least one year or repay the bonus. Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000 to \$4,000
Reach	50
Estimated Cost	\$150,000
Instructional Roles or Responsibilities	
Description	Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School) Dept. Chairs Clinical instructors Lead Teachers Lead Mentors Support Mentors Technology Leads Number of Unique Roles: 5 or more
Eligibility Criteria	Years of experience; Advanced degrees
Compensation Type and Size	Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School) - 550 X \$900 (avg.) Clinical instructors - 24 X \$4,000 Lead Teachers - 67 X \$3,000 Lead Mentors - 55 X \$1,000 Support Mentors - 83 X \$500 Technology Leads - 78 X \$645
Reach	900
Estimated Cost	\$950,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*

Educators that earn advanced degree are placed on salary schedules that recognized advanced degrees (Masters and ED.S) and doctorate.

Other

Hamilton County Schools will pay a yearly bonus of \$4,000 to National Board Certified Teachers.

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