

## Henry County Schools

### 2020-21 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)	
<b>Description</b>	As needed to recruit individuals with the appropriate licensure. This is not a guarantee for all these positions, only to be used if deemed necessary by the Director of Schools in conjunction with Human Resources and school administration. Additional positions may be considered as needed. <b>Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area As needed to recruit individuals with the appropriate licensure. This is not a guarantee for all these positions, only to be used if deemed necessary by the Director of Schools in conjunction with Human Resources and school administration. Additional positions may be considered as needed. New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,500 per role
<b>Reach</b>	5
<b>Estimated Cost</b>	\$12,500

Instructional Roles or Responsibilities	
<b>Description</b>	<p>1) Lead Teacher: responsible for functionality of grade-level or department PLC's; be an active participant in all applicable grade-level or department 504 meetings, IEP's, and behavioral assessments; train and mentor grade level or department teachers; serve as lead learner of grade/department; serve on school leadership team; analyze grade level or department data; develop and lead professional learning opportunities during our weekly Wednesday afternoon faculty meetings; assist teachers with technology needs</p> <p>2) School Improvement Council: work collaboratively in the development of the school improvement plan; ensure that staff, parents and stakeholders are informed of the school mission, vision and school improvement plan; assumes the lead in implementing and monitoring of specific action steps; lead professional learning opportunities for all faculty; attend a 1 day preplanning/data analysis meeting during the summer</p> <p>3) New Teacher Mentor: answer any questions pertaining to policy/procedures of the district and school; seek opportunities to guide and grow their protege through regular contact so to prevent feelings of overwhelm-ness and defeat; direct protege to resources and supports to improve classroom management and instructional planning; work with principal to develop plans to improve the protege's overall instructional planning and classroom management.</p>

## Number of Unique Roles: 3

<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Each position is open to all teachers and an application is made and subsequently, an interview occurs and the selection is determined by the school admin team. The number of members for the Lead Team and the School Improvement council is proportional to the size of the faculty. Harrelson School has 9 Lead teachers and 6 School Improvement Council (SIC) members; E.W. Grove has 4 Lead teachers and 5 SIC members; Henry has 5 Lead teachers and 4 SIC members; HCHS has 8 Lead teachers and 8 SIC members; Lakewood has 9 Lead teachers and 7 SIC members.</p>
<b>Compensation Type and Size</b>	<p>Lead Teacher receives \$1,000</p> <p>School Improvement Council member receives \$1,000</p> <p>New Teacher Mentor receives \$300</p>
<b>Reach</b>	82
<b>Estimated Cost</b>	\$72,200

## Performance

N/A

## Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

## Education\*

We recognize the following levels on the salary schedule for education: Bachelor's, Master's, Master's plus 30 hours, and Advanced Degree (EdS/EdD/PhD). Levels of pay for education differ as follows: Master's degree receives \$3,600 above the BS; Master's plus 30 hours receives \$2,200 above the MS; the Advanced degree receives \$2,800 above the Master's plus 30 hours. Prior approval MUST be obtained by the principal and Director of Schools for anyone receiving compensation for a degree above the Master's.

## Other

Administrator bonuses are awarded based upon evaluation and TVAAS scores.

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