

Hardin 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)	
Description	Currently, Hardin County Schools pays an additional fixed salary increase each year to a system-wide speech pathologist and a special education teacher at Hardin County Middle School. For the 2020-21 school year, additional fixed salary increases will be offered to a system-wide school psychologist position and math position at Hardin County High School.
	Priority Areas: K-4 (School Psychology, Other), 5-8 (Special Education, School Psychology, Other), 9-12 (Math, School Psychology, Other)
Eligibility Criteria	Must be certified in content/grade area. Hard to staff positions are determined each year by the number of qualified applicants for each available position. Pay incentives are used to recruit and retain teachers in those positions that have few to no immediate applicants. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Speech Pathologist - \$4,447.00 Special Education Teacher - \$3,517.00 School Psychologist - \$6,000.00 Math Teacher - \$2,500.00
Reach	4
Estimated Cost	\$16,464

Instructional Roles or Responsibilities	
Description	Highly effective teachers are selected to serve as mentors to new teachers hired during the 2020-21 school year and to teachers that have been identified as struggling base on assessment data and administrator recommendation.
	Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Years of experience
Compensation Type and Size	\$240
Reach	10
Estimated Cost	\$2,400

Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

Educators who earn a Master's Degree receive a base pay increase of about 10% above a Bachelor's Degree. Educators who earn any degree above a Master's Degree receive a base pay increase between 5%-8% above a Master's Degree.

N/A

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