

## Hamilton 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>	A sign-on and incentive bonus for designated hard to fill positions in the amount of 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 SLP. <b>Priority Areas: 9-12 (Math, Science, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Advanced degrees The certified educator must provide active Tennessee teacher license documentation in the content/grade area for which he/she will be teaching. Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> 9-12 Physics Teacher x \$4,000 9-12 Chemistry Teacher x \$4,000 7-12 Math Teacher x \$4,000 K-12 Self Contained Exceptional Education and SLP x \$4,000
<b>Reach</b>	30
<b>Estimated Cost</b>	\$120,000

Instructional Roles or Responsibilities	
<b>Description</b>	<p>Grade Level Chairs, Team Leaders, Dept. Chairs: The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School).</p> <p>Technology Contact: The district will compensate all certificated instructors serving as their school-based Technology Contact (TC).</p> <p>Teachers: The district agrees to pay a stipend to teachers for attendance at selected PD activities outside the normal school day and/or calendar.</p> <p>Clinical Instructor: As part of our "Project Inspire" math and science residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates.</p> <p>Lead Instructors: Lead Literacy and Lead Math Instructors will be assigned to all elementary and Opportunity Zone schools. These teachers work an extended calendar which includes ten additional days</p> <p>Lead Teachers: selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.</p>

	<b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Certified in content/grade area; Years of experience
<b>Compensation Type and Size</b>	Grade Level Chairpersons, Team Leaders, Dept. Chairpersons (545) X \$150 School Based Technology Contact (77) x \$15 per certificated employee per school Teacher PD (750) x \$20 per hour Clinical Instructors (24) x \$4,000 Lead Literacy and Lead Math Instructors (55) x \$323 per day Lead Teachers (12) x \$323 per day
<b>Reach</b>	1475
<b>Estimated Cost</b>	\$215,546

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

The salary schedule includes lanes for Bachelor's, Advanced Degrees (MA, MA+45, ED.S), and EdD degrees.

#### Other

In an effort to encourage teachers to complete the rigorous evaluation process to become a National Board Certified Teacher, HCDE will pay a yearly bonus of \$4,000 to National Board Certified Teachers.

Priority Schools Principal Leadership Retention Incentive:

- School wide TVAAS composite score of 3,4,5 X \$12,000

District administrators are compensated based on their school size and grade-level(s). Differentiation of schools is noted as follows:

- Class I School (0-400 students)
- Class II School (401-1000 students)
- Class III School (1001+ Students)
- Type I (Elementary)
- Type II (Middle School)
- Type III (High School / Voc. Center)

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