

Hamblen County Schools

2021-22 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	Teachers and counselors at the Miller-Boyd Alternative School will receive an annual stipend for teaching in a hard-to-staff school. Priority Areas: Other – Alternative School
Eligibility Criteria	Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: Alternative School Teacher (9) x \$1,500
Reach	9
Estimated Cost	\$13,500

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Teacher Leaders: Teachers participate in a teacher leader program designed to develop and review best instructional practices. This program is designed to create teacher leaders in every school who are focused on collaboration around student learning. Curriculum Development: Instructional Coaches will work with teachers to develop and review curriculum that will be utilized throughout the district. Instructional Coaches: Instructional Coaches will work ten additional days per year. Instructional Coaches will assist teachers in developing quality curriculum and prepare and deliver professional development for teachers. In addition, Instructional Coaches will assist teachers in implementing instructional best practices in their classrooms.
	Number of Unique Roles: 3
Eligibility Criteria	N/A
Compensation Type and Size	Teacher Leaders (47) x \$20 per hour Curriculum Development (45) x \$20 per hour Instructional Coaches (5) x 10 extra days of pay based on their individual daily rate on the teacher salary scale
Reach	97
Estimated Cost	\$126,863

Performance	
N/A	

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	

Education*	
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The district will continue to pay increased base salaries for advanced degrees as shown on the 2021-2022 teacher salary schedule. Hamblen County's schedule includes degree levels for BS, BS+15, BS+30, MS, MS+15, MS+30, MS+45, EDS, and EDD/PHD.

Other	
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Teachers obtaining/maintaining the National Board Certification will receive a bonus of \$984.

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

