

Henderson County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
Description	Teacher Leaders: Mentor beginning and struggling teachers. Teacher Leaders: Tutor struggling students Teacher Leaders: Facilitate the disseminating of data from common assessments and help teachers understand their data. Number of Unique Roles: 1
Eligibility Criteria	Level of Overall Effectiveness (LOE) Teacher Leaders are highly effective teachers scoring Level 4 or 5 overall effectiveness and having the ability to work well with administrators, teachers, and students.
Compensation Type and Size	\$1,500
Reach	38
Estimated Cost	\$57,000
Performance	
Description	Teachers who receive an overall level of effectiveness score of a 4 will be awarded a bonus of \$300. Teachers who receive an overall level of effectiveness score of a 5 will be awarded a bonus of \$500.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	LOE 4 X \$300 LOE 5 X \$500
Reach	250
Estimated Cost	\$120,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Henderson County provides additional pay for years of service and additional degrees up to 20 years of service. Additional degrees include: Master's, Master's+30, EDS, and Doctorate.	
Other	
N/A	

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