

Hardin County Schools

2019-20 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 2019-20 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: 5-8 (Special Education), 9-12 (Math, School Psychology)
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.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Varies based on the degree of difficulty in acquiring qualified candidates for a particular position. 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 2019-20 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	\$240.00
Reach	14
Estimated Cost	\$3,360

Performance	
N/A	

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*	
First level - Bachelor's Degree; Second level - Master's Degree; Third level - Above Master's Degree (MA+45, Ed.S., Ed.D, Ph.D)	

Other	
N/A	

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