

Henderson County Schools

2019-20 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	Each school will have at least 3 teacher leader contracts. These teacher leaders will work with new or struggling teachers to help disseminate data and plan lessons. Teacher Leaders will work with the administrators to review instructional practices. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE): Highly effective teachers (scores of 4 or 5) will have opportunities to participate in Teacher Leadership roles.
Compensation Type and Size	The compensation is \$30 per hour. Most contracts are for 25 or 50 hours, so compensation will be \$750 or \$1500.
Reach	54
Estimated Cost	\$55,000
Performance	
Description	Teachers who receive an overall effectiveness score of Level 4 will be awarded a bonus of \$300. Teachers who receive an overall effectiveness score of Level 5 will be awarded a bonus of \$500. Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, performance bonuses will be determined using 2018-19 performance data.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE) -- Level 4 or 5
Compensation Type and Size	Level 4 \$300 Level 5 \$500
Reach	269
Estimated Cost	\$126,300
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Advanced Degrees are included in our salary schedule. We include Bachelors, Masters, Masters +30, EDS, and Doctorate	
Other	
N/A	

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