

Henry County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description	<ol style="list-style-type: none"> 1. Lead Teacher: responsible for functionality of grade-level or department PLC; active participant in all grade-level or department 504 mtgs, IEP's, and behavioral assessments; train and mentor grade level or department teachers; serve as lead learner of grade/department; serve on school leadership team; analyze grade level or department data; develop and lead professional learning opportunities during our weekly Wednesday afternoon faculty meetings; assist teachers with technology needs 2. School Improvement Council: work collaboratively in the development of the school improvement plan; ensure that staff, parents and stakeholders are informed of the school mission, vision and school improvement plan; assumes the lead in implementing and monitoring of specific action steps; lead professional learning opportunities for all faculty; attend a 1 day pre-planning/data analysis meeting during the summer 3. New Teacher mentor: answer any questions pertaining to policy/procedures of the district and school; seek opportunities to guide and grow their protege through regular contact so to prevent feelings of overwhelm-ness and defeat; direct protege to resources and supports to improve classroom management and instructional planning; work with principal to develop plans to improve the protege's overall instructional planning and classroom management
--------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Number of Unique Roles: 3

Eligibility Criteria	Must be certified in content/grade area.; Each position is open to all teachers and an application is made and subsequently, an interview occurs and the selection is determined by the school administrative team. The number of members for the LEAD team and SIC is proportional to the size of the faculty. Harrleson School has 10 LEAD teachers and 6 SIC members; E.W. Grove has 4 LEAD teachers and 5 SIC members; Henry School has 6 LEAD teachers and 4 SIC members; HCHS has 8 LEAD teachers and 8 SIC members; Lakewood has 10 LEAD teachers and 7 SIC members.
-----------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Compensation Type and Size	1000 for LEAD teacher role and for SIC role 300 for each new teacher mentor
-----------------------------------	--------------------------------------------------------------------------------

Reach	85
--------------	----

Estimated Cost	\$78,000
-----------------------	----------

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

We recognize the following levels on the salary schedule for education: Bachelor's, Master's, Master's plus 30 hours, and Advanced Degree (EdS/EdD/PhD). Levels of pay for education: Master's degree receives \$3600.00 above the BS; Master's plus 30 hours receives \$2200.00 above the Master's degree; Advanced degree receives \$2800.00 above the Master's plus 30 hours. Prior approval MUST be obtained by the principal and Director of Schools for anyone receiving compensation for a degree ABOVE the Master's degree

Other

N/A

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