

Henderson County Schools 2020-21 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 administration 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 the opportunities to participate in Teacher Leadership roles. We will be using the data from 2018-2019 school year because we did not take our End of Year state tests for 2019-2020.
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.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; School administrators Eligibility Criteria: Level of overall effectiveness (LOE) Level 4 LOE Level 5 LOE
Compensation Type and Size	Level 4 \$300 Level 5 \$500
Reach	269
Estimated Cost	\$127,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The Henderson County teacher salary schedule provides raises for each additional degree. (MA, MA+30, EDS, Ed.D.)	
Other	
N/A	

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