

## Humphreys County Schools 2020-21 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)  |  |
|--|--|
| <b>Description</b>   | Teachers in hard-to-staff areas are paid to teach an extra class during their planning period.<br><b>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Math)</b>   |
| <b>Eligibility Criteria</b>  | Certified in content/grade area<br>Teachers that are certified in the area of need are eligible for this differentiated pay. Preference is given for effectiveness. Current teachers and new hires are eligible.   |
| <b>Compensation Type and Size</b>  | <b>Compensation Type:</b> Base Pay Increase<br><b>Compensation Amount:</b> 2 positions X 1/6 of each teacher's salary based on experience only   |
| <b>Reach</b>   | 2  |
| <b>Estimated Cost</b>  | \$15,000   |
| Instructional Roles or Responsibilities  |  |
| <b>Description</b>   | The district will have "Lead teachers" who will help fill identified needs by adding responsibilities to their usual instructional assignments. These roles will include a lead teacher for the portfolio process and lead teachers in a building to assist with instructional technology.<br><b>Number of Unique Roles: 2</b> |
| <b>Eligibility Criteria</b>  | Certified in content/grade area<br>The lead portfolio teacher will be eligible based on certification in the content area and expertise with the portfolio process. The instructional technology leads will be recommended by principals based on expertise with instructional technology.                                     |
| <b>Compensation Type and Size</b>  | 1 Lead Portfolio Teacher x \$1500<br>7 Instructional Technology Leads X \$1000   |
| <b>Reach</b>   | 8  |
| <b>Estimated Cost</b>  | \$8,500  |
| Performance  |  |
| N/A  |  |
| Alternative Salary Schedule  |  |
| <b>Is the district implementing an alternative salary schedule?</b> No                                 |  |
| Education*   |  |
| The district salary schedule includes lanes for BA+10 and 20, MA, MA+10, 20 and 30, EDS and Doctorate. |  |
| Other  |  |
| N/A  |  |

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