

## Hawkins County Schools

### 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

#### Hard to Staff (School, Subject, or Placement)

N/A

#### Instructional Roles or Responsibilities

##### Description

- Teacher Leaders in Hawkins County are compensated at a rate of \$1,500 per Teacher Leader. Each school has one Teacher Leader per building, with the exception of Volunteer and Cherokee High Schools. Each of these schools has two Teacher Leaders; one English Language Arts teacher and one Math teacher. Teacher Leaders are responsible for being a liaison between Central Office and the school, providing assistance with curriculum development, attending meetings throughout the year and other responsibilities assigned by the school administrators.
- Technology Leaders provide direct support to the teacher by coaching or modeling technology tools and resources, consults and collaborates with teachers, working with students when needed for the purpose of modeling or demonstrating a lesson in the classroom, advises and assists teachers to determine what, when, where, and how to integrate technology tools in the curriculum, has a strong foundation in in teaching methodologies, models technology usage for the staff, assists the teacher with productivity and develops a rich library of curriculum-driven technology enhanced resources and materials for subject area teachers. Technology Coordinators receive a fee of \$37.13 per FTE which is a range of \$300-\$3,000.
- Testing Coordinators are responsible for attending security meetings and training all staff at the school level on administering standardized tests. They are responsible for assuring that the student demographic data is accurate in the testing site. They are responsible for assuring that teachers claim students following the claiming guidelines. They are responsible for the inventory and security of all testing materials on site. They will assure that all testing materials are returned to a central location and packed appropriately.

#### Number of Unique Roles: 3

##### Eligibility Criteria

- Attendance minimum (i.e., miss no more than 12 days); Years of experience; Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area
- Teacher Leaders must have good attendance and have a minimum years experience. There is an application process which also looks at TVAAS and certification as well as level of effectiveness. The role of teacher leader must have the recommendation of the administrator of the school and the Supervisor of Instruction.
  - Instructional Technology Leaders must have or be working to become

Google Certified and have principal recommendation They must have an understanding of basic computer skills. The principal considers attendance, level of effectiveness, certification and TVAAS scores.

- Testing Coordinators must be recommended by their principal and have a minimum of three years experience, and have good attendance (missed less than 12 days the previous year).

#### Compensation Type and Size

Teacher Leaders in Hawkins County are compensated at a rate of \$1,500 per Teacher Leader.  
Technology Coordinators receive a fee of \$37.13 per FTE which is a range of \$300-\$3,000.  
Technology Coordinator pay is contingent upon the number of students tested in their building and ranges from \$300-\$1,400.

#### Reach

55

#### Estimated Cost

\$60,000

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** Yes

**Type:** Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

**Criteria:** Advanced degrees will be awarded with a base pay increase. In alignment with the state minimum salary schedule, advanced degrees will not be recognized unless the degree is awarded from a college of education in the areas aligned to current duties, will result in an added endorsement, or is in the area of supervision and administration or curriculum and instruction. Current employees of the Hawkins County School District will have until July 1, 2016 to complete advanced degrees.

- Masters Degree- \$312.00
- EdS Degree- \$5,851
- Doctorate Degree- \$9,226

Hawkins County Board of Education shall recognize Bachelors, Masters, Ed.S, and Doctorate certification for certified personnel who are employed by Hawkins County Schools. Bachelors + 30 and Masters plus +45 was phased out as of July 1, 2015, but those employees having these certifications were grandfathered in. The school system did not recognize these certifications after June 2015. The district will continue to award step increases for each year of experience. Each teacher will earn a yearly step increase for years of experience 0-20, 21-30 and 31.

**Reach:** 475

**Cost:** \$303,791

#### Education\*

Advanced degrees will be awarded with a base pay increase. In alignment with the state minimum salary schedule, advanced degrees will not be recognized unless the degree is awarded from a college of education in the areas aligned to current duties, will result in an added endorsement, or is in the area of supervision and administration or curriculum and instruction.

#### Other

N/A

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