

Hickman County Schools

2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	<p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2020-2021 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers. The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2021 and one half on or about 1 May 2022. Amounts are negotiable from \$1,000.00 to \$5,000.00.</p> <p>Priority Areas: K-4 (Special Education, School Counselors), 5-8 (Math, Science, Reading/ELA, Special Education, School Counselors), 9-12 (Math, Science, Reading/ELA, Special Education, School Counselors, Foreign Language)</p>
Eligibility Criteria	<p>Certified in content/grade area; Years of experience</p> <p>The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that 12-15 will receive the bonus. For retention, it is estimated that 5-8 will receive the bonus.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention</p> <p>Compensation Amount: Amounts are negotiable from \$1,000.00 to \$5,000.00.</p>
Reach	18
Estimated Cost	\$65,000
Instructional Roles or Responsibilities	
Description	<p>Teacher Mentors--will serve as teacher leaders to mentor new teachers or teachers identified in need of mentoring</p> <p>Child Abuse Coordinators--will serve as teacher leaders to serve as child abuse coordinators and facilitate the requirements of T.C.A. and facilitate training and resources for teachers, students, and families as part of our district initiatives</p> <p>Social Emotional Building Liaisons--will serve as teacher leaders to provide training on social emotional learning to each school as part of our initiatives in student mental health.</p> <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Attendance minimum (i.e., miss no more than 12 days); Years of experience; District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school.</p>
Compensation Type and Size	<p>Mentors will be paid \$24/contracted hour</p> <p>Social emotional liaisons and child abuse coordinators will be paid a</p>

	stipend of \$1,500.00/year for additional duties.
Reach	25
Estimated Cost	\$60,000
Performance	
Description	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2020-2021 school year based on the LOE scores calculated in TNCompass.
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE) The performance criteria is achieving a level 4 or level 5 LOE in TNCompass for the 2020-2021 school year.</p>
Compensation Type and Size	Compensation will be given as a bonus on or about 1 December 2021 with \$225,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00; level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).
Reach	125
Estimated Cost	\$225,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. The District will continue to pay for experience up to 30 years of experience.	
Other	
Assistant Principals are eligible for bonuses the same as teachers. Principals are eligible for bonuses based on their performance contracts.	

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