

## Hamilton County Schools 2021-22 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>	<p>1) A sign-on and incentive bonus for designated hard to fill positions in the amount of \$4,000 dollars. Those designated hard to fill positions in Title Schools shall include Math (Algebra I and above) and Speech Language Pathologists.</p> <p>2) Increase total compensation for all staff in Promise schools (&gt;97% of students included in Super Subgroup* or on Priority status). Teachers and administrators will be awarded increase in total compensation ranging from 5% to 20% based on difficulty of staffing. The following increases in total compensation will be reflected in bi-weekly gross pay:  Hardest to Staff (6-12 Science and 6-12 Math): 20%; Core Staff (ELA, Social Studies, Exceptional Education, ESL, Academic Coaches, Counselors, Deans, and Elementary Non-Related Arts): 10%; All other certified staff: 5%;  Principals and APs: The salary multiplier is increased to the next grade band (e.g., an elementary principal is incentivized as a middle school principal)</p> <p>3) Increase total compensation for some staff in Hope schools (between 78% and 97% of students included in Super Subgroup*). Some teachers will be awarded increase in total compensation ranging from 5% to 10% based on difficulty of staffing. The following increases in total compensation will be reflected in bi-weekly gross pay: Hardest to Staff (6-12 Science and 6-12 Math): 10%; Core Staff (ELA, Social Studies, Exceptional Education, ESL, Academic Coaches, Counselors, Deans, and Elementary Non-Related Arts): 5%</p> <p><b>Priority Areas: K-4</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education, School Psychology, Fine Arts), <b>5-8</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education, School Psychology, Fine Arts), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education, School Psychology, Fine Arts)</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days)</p> <p>1) Educators must sign an agreement to remain in the school for at least one year or repay the bonus. Bonus will be paid at the beginning of the school year. The certified educator must provide active Tennessee teacher license documentation in the content area.</p> <p>2) Promise schools (&gt;97% of students included in Super Subgroup* or on Priority status) - Faculty and administration in the following schools will be eligible: Barger Academy; Brainerd High School; Calvin Donaldson Environmental Science Academy; Clifton Hills Elementary School; Dalewood</p>

Middle School; East Lake Academy of Fine Arts; East Lake Elementary School; East Side Elementary School; Hardy Elementary School; Orchard Knob Elementary School; Orchard Knob Middle School; The Howard School; Woodmore Elementary School

3) Hope schools (between 78% and 97% of students included in Super Subgroup\*) - Faculty in the following schools will be eligible: Bess T. Shepherd Elementary School; Brown Middle School; DuPont Elementary School; East Ridge Elementary School; East Ridge High School; East Ridge Middle School; Harrison Elementary School; Howard Connect Academy; Spring Creek Elementary School; Tommie F. Brown International Academy; Tyner Academy; Tyner Middle Academy

Current teachers and new hires are eligible.

**Compensation Type and Size**

**Compensation Type:** Base Pay Increase

**Compensation Amount:** \*\*The dollar amount is an average. It is based on the specified percentage of the employee's base salary.\*\*

- Pre-Kindergarten(9) x \$3500
- Kindergarten(73) x \$3500
- 1st Grade Teacher(79) x \$3500
- 2nd Grade Teacher(69) x \$3500
- 3rd Grade Teacher(69) x \$3500
- 4th Grade Teacher(65) x \$3500
- 5th Grade Teacher(70) x \$3500
- 6th ELA Teacher(13) x \$3500
- 6th Math Teacher(15) x \$3500
- 6th Science Teacher(14) x \$3500
- 6th Social Studies Teacher(14) x \$3500
- 7th ELA Teacher(16) x \$3700
- 7th Math Teacher(14) x \$3700
- 7th Science Teacher(12) x \$3700
- 7th Social Studies Teacher(12) x \$3700
- 8th ELA Teacher(13) x \$3700
- 8th Math Teacher(13) x \$3700
- 8th Science Teacher(10) x \$3700
- 8th Social Studies Teacher(10) x \$3700
- 9-12 Math Teacher(121) x \$4300
- 9-12 Science Teacher(81) x \$4300
- 9-12 Social Studies(22) x \$3500
- 9-12 ELA(31) x \$3700
- Exceptional Education Teacher(95) x \$3500
- ESL(81) x \$3500
- Career & Technical Education (CTE)(19) x \$3500
- Related Arts(41) x \$2500
- Academic Coaches(40) x \$3500
- Dean of Students(4) x \$3500
- World Language(13) x \$3500
- School Counselors(34) x \$3500

- Administration(33) x \$6100

<b>Reach</b>	1205
<b>Estimated Cost</b>	\$4,217,500
<b>Instructional Roles or Responsibilities</b>	
<b>Description</b>	<p>1) The district will compensate all certificated instructors serving as Grade Level Chairpersons (Elementary), Team Leaders (Middle School), and Department Chairpersons (High School).</p> <p>2) The district will compensate all certificated instructors serving as their school-based Technology Contact (TC).</p> <p>3) The district agrees to pay a stipend to teachers for attendance at selected PD activities outside the normal school day and/or calendar.</p> <p>4) As part of the Project Inspire Teacher residency program, the district will compensate each Clinical Instructor for their additional work with their assigned resident(s) and for completion of five additional summer in-service dates. In addition, teachers serving as Multi-Classroom Leaders through the Opportunity Culture will be compensated for extending their reach.</p> <p>5) Content lead teachers will be assigned in elementary, middle and high content areas including literacy, math, science, social studies, and related arts. These teachers work an extended calendar which includes thirty to forty additional days.</p> <p>6) Lead Teachers - selected by the Exceptional Education Department - assist district-wide in instructional modification and procedural compliance. These teachers work an extended calendar of up to forty additional days.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	Certified in content/grade area
<b>Compensation Type and Size</b>	<p>1) The compensation will be at a rate of \$15 per month, per instructor within the Chairperson's or Team Leader's responsibility - for a total of \$150 yearly per teacher in their department. This supplement will be paid twice annually, at the end of each semester.</p> <p>2) The designated school-based TC will be compensated at a rate of \$15 per certificated employee per school. This supplement will be paid twice yearly – at the end of each semester.</p> <p>3) Compensation – at a minimum of \$20 hourly – will be paid as a bonus upon verification of attendance.</p> <p>4) Clinical Instructors will be compensated \$4,000 annually for one resident, and \$6,000 if they are assigned two residents. Multi-classroom Leaders will be compensated at \$10,000 annually for coaching a resident, team members, and taking on accountability across their department. This will be paid as a supplemental bonus, twice yearly – at the end of each semester.</p> <p>5) Lead teachers will be paid their regular daily rate of pay for each of the additional thirty to forty days worked.</p> <p>6) Lead teachers will be paid their regular daily rate of pay for each of the additional thirty to forty days worked.</p>
<b>Reach</b>	1448
<b>Estimated Cost</b>	\$2,700,000

**Performance**

N/A

**Alternative Salary Schedule**

***Is the district implementing an alternative salary schedule?*** No

**Education\***

Certificated employees with an awarded Master's, Master's +45, and Ed.S. are paid on the Advanced Degree scale. Certificated employees with an awarded Ed.D. are paid on the Ed.D. scale.

**Other**

In an effort to encourage teachers to complete the rigorous evaluation process to become a National Board Certified Teacher, HCDE will pay a yearly bonus of \$4,000 to National Board Certified Teachers.

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