

## Humphreys County School System 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>	Teachers in hard-to-staff areas are paid to teach an extra class during their planning period. <b>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Math,ESL/ELL)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; 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 <b>Compensation Amount:</b> 1/6 of teacher 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 Teacher roles. These teachers will help fill identified needs by adding responsibilities to their usual instructional assignments. Lead Teachers will, at the request of the director or his/her designee, help coordinate grade and subject specific curriculum initiatives, assist with re-delivery of professional development, or other similar duties as assigned by the director. <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Certified in content/grade area
<b>Compensation Type and Size</b>	A range of \$250 to \$1,500 depending on the complexity of the assignment and amount of time to be dedicated to the task. The lead portfolio teacher is \$1,500.
<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, BA+10 and 20, MA, MA+10, 20 and 30, EDS, and Doctorate.	
Other	

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