

Hawkins County 2022-23 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)	
Description	Hard to Fill Positions are compensated at a rate of \$3,000 per position. These positions would include high school positions at our most rural school as well as math, special education, speech, chemistry, biology and languages. Priority Areas: 9-12 (Math, Science, Reading/ELA, Special Education)
Eligibility Criteria	Certified in content/grade area Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$3,000
Reach	5
Estimated Cost	\$15,000

Instructional Roles or Responsibilities	
Description	<p>The following Instructional roles in our schools will be compensated:</p> <ol style="list-style-type: none"> 1. Teacher Leaders 2. Technology Leaders 3. Testing Coordinators <p>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 three Teacher Leaders; two classroom teachers and one CTE teacher. We also have a teacher leader representing our school counselors. 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.</p> <p>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.</p>

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	Level of overall effectiveness (LOE) Years of experience
Compensation Type and Size	Teacher Leaders - \$1,500 per Teacher Leader Technology Leaders - \$37.13 per FTE in the building (amount ranges from \$300-\$1,500 per person. ³³¹) Testing Coordinators - ranges from \$500-\$1,500 depending on the school size
Reach	58
Estimated Cost	\$65,500
Performance	
N/A	
Alternative Salary Schedule	
N/A	
Education*	
Educators are compensated based on the salary scale for degrees earned (MA, Ed.S., Doctorate)	
Other	