

## Hamblen 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)	
<b>Description</b>	Teachers and counselors at the Miller-Boyd Alternative School will receive an annual stipend for teaching in a hard-to-staff school. <b>Priority Areas: Miller- Boyd Alternative School</b>
<b>Eligibility Criteria</b>	Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Retention <b>Compensation Amount:</b> Alternative School Teacher (9) x \$1,500
<b>Reach</b>	9
<b>Estimated Cost</b>	\$13,500
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Leaders: Teachers participate in a teacher leader program designed to develop and review best instructional practices. This program is designed to create teacher leaders in every school who are focused on collaboration around student learning. Instructional Coaches: Instructional Coaches will work ten additional days per year. Instructional Coaches will assist teachers in developing quality curriculum and prepare and deliver professional development for teachers. In addition, Instructional Coaches will assist teachers in implementing instructional best practices in their classrooms. <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Selected by District
<b>Compensation Type and Size</b>	Teacher Leaders (47) x \$20 per hour Instructional Coaches (5) x 10 extra days of pay based on their individual daily rate on the teacher salary scale
<b>Reach</b>	52
<b>Estimated Cost</b>	\$73,762
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The district will continue to pay increased base salaries for advanced degrees as shown on the attached 2022-2023 teacher salary schedule. Hamblen County's schedule includes degree levels for BS, BS+15, BS+30, MS, MS+15, MS+30, MS+45, EDS, and EDD/PHD.	
Other	
Teachers obtaining/maintaining the National Board Certification will receive a bonus of \$1,004.	