

## Humphreys County Schools 2018-19 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 receiving hard-to-staff incentive will teach one extra class period in lieu of their planning period. <b>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Math)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Current teachers
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b> <b>Compensation Amount:</b> The annual amount will be based on teaching during the teacher's planning period which will be figured as 1/6 of the teacher's salary based on experience only. Specific amounts will vary depending on years of experience.
<b>Reach</b>	3
<b>Estimated Cost</b>	\$21,000

Instructional Roles or Responsibilities	
<b>Description</b>	Lead teachers will, at the request of the director of school or his designee, serve as a mentor teacher, help coordinate grade and subject specific curriculum initiatives such as pacing guides and county-wide benchmark assessments, or assist with re-delivery of professional development. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area
<b>Compensation Type and Size</b>	\$250-\$1,000 depending on responsibilities.
<b>Reach</b>	8
<b>Estimated Cost</b>	\$4,500

Performance	
N/A	

Alternative Salary Schedule	
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***Is the district implementing an alternative salary schedule?*** No

Education*	
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The salary schedule includes lanes for BS+10, BS+20, MA, MA+10, MA+20, MA+30, EDS and Doctorate.

Other	
N/A	

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