

Hawkins County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description

Testing Coordinators- Oversee the testing process, security meetings, data input at each school

Teacher Leaders- Assist the principal with curriculum duties, lead professional learning communities, distribute updates and news from Central Office staff

Technology Leaders- Provide on-site technology assistance to teachers, provide professional development through the Technology Academy, work with teachers on innovative technology strategies for the classroom

Number of Unique Roles: 3

Eligibility Criteria

No one criteria would completely exclude a person from being nominated for one of the Instructional Roles and Responsibilities positions. However, we do have a preferred list that includes: Five or more years experience, excellent attendance, effectiveness level of 3, 4, or 5 and principal recommendation.

Compensation Type and Size

Teacher Leaders receive \$1,500 per year.

Testing Coordinators receive an amount per student tested and that amount ranges from \$300 in our smaller schools to \$1,500 in our larger schools.

Technology Leaders receive a stipend of \$37.13 per FTE (which is also a range of \$300--\$1,500)

Reach 58

Estimated Cost \$62,600

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Education*

Hawkins County Schools Salary for Advanced Degrees Procedures

- "Hawkins County Board of Education shall recognize Bachelors, Masters, Ed.S and Doctorate certification for certified personnel who are employed by Hawkins County Schools. Bachelors + 30 and Masters plus +45 will be phased out as of July 1, 2015, but those employees having these certifications will be grandfathered in. The school system will not recognize these certifications after June 2015. The district will continue to award step increases for each year of experience. Each teacher will earn a yearly step increase for years of experience 0-20, 21-30 and 31+.
- "Advanced degrees will be awarded with a base pay increase. In alignment with the state minimum salary schedule, advanced degrees will not be recognized unless the degree is awarded

from a college of education in the areas aligned to current duties, will result in an added endorsement, or is in the area of supervision and administration or curriculum and instruction.

Current employees of the Hawkins County School District will have until July 1, 2016 to complete advanced degrees.

3. It is the employee's responsibility to complete all necessary steps in order to receive payment for advanced degrees. Employees must:
 - a. Submit a Letter of Intent for Higher Degree. This form may be found on the Hawkins County web site (www.hck12.net).
 - b. The form must be submitted prior to May 1st preceding the school year in which the employee seeks to be compensated for an advanced degree.
 - c. Course work toward an advanced degree must be completed in time (August) to receive the salary adjustment for that school year.
 - d. The salary adjustment will not take effect until the official transcript is on file at Hawkins County School's Central Office.
 - e. It is the employee's responsibility to file appropriate change of license request with the Tennessee State Department of Education in order to obtain the updated certificate/license.
 - f. The updated certificate/license must be on file before December 1 in order to receive the prescribed salary increase. (<http://www.state.tn.us/education/lic/doc/ed2331as.pdf>)
4. Hawkins County Board of Education will recognize the following degrees for the purpose of compensation if the degree is awarded from a college of education in the areas aligned to current duties, will result in an added endorsement, or is in the area of curriculum and instruction:
 - a. Bachelor's Degree
 - b. Master's Degree
 - c. Ed.S. Degree
 - d. Doctorate Degree
5. Hawkins County Schools will appoint a Compensation Committee. It will be the responsibility of this committee to oversee all applications for adjusted salaries based on the employee obtaining an advanced degree that is called in question by the Director of Schools. This committee will be composed of:
 - a. Director of Schools
 - b. Supervisor of Personnel
 - c. Supervisor of Curriculum and Instruction
 - d. Current Hawkins County Education Association president
 - e. One teacher (non-HCEA member)

Questions concerning the process for obtaining a salary adjustment based on advanced degrees should be directed to Teresa Drinnon (423-272-7629, extension 2422).

Other

N/A

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