

Humboldt

2022-23 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Humboldt City Schools has high-needs subject areas that we struggle to recruit and retain effective educators for positions. Priority Areas: 5-8 (Math, Science, Reading/ELA), 9-12 (Math, Science, Reading/ELA, Fine Arts)
Eligibility Criteria	Certified in content/grade area Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Math - (6) x \$5,000 Fine Arts - (1) x \$5,000 Science - (4) x \$3,000 ELA - (5) x \$3,000
Reach	16
Estimated Cost	\$72,131
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	One Time Bonus: Teacher-Effect Composite (LOE) Score • Score of 5 = \$300 • Score of 4 = \$100 Individual Teacher-Effect (Growth) Score of 5 = \$250
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE) Individual TVAAS or portfolio growth score School-level TVAAS
Compensation Type and Size	Teacher-Effect Composite (LOE) Score • Score of 5 = \$300 • Score of 4 = \$100 Individual Teacher-Effect (Growth) Score of 5 = \$250
Reach	10
Estimated Cost	\$2,211
Alternative Salary Schedule	

Is the district implementing an alternative salary schedule? No

Education*

Other