

Hardin County

2023-24 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| 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 | <p>Currently, Hardin County Schools pays an additional fixed salary increase each year to a system-wide speech pathologist and a special education teacher at Hardin County Middle School. For the 2022-23 school year, additional fixed salary increases will be offered to a systemwide school psychologist position and math position at Hardin County High School.</p> <p>Priority Areas: K-4 (School Psychology, Special Education), 5-8 (School Psychology, Special Education), 9-12 (Math, School Psychology, Special Education)</p> |
| Eligibility Criteria | <p>Years of experience</p> <p>Must be certified in content/grade area. Hard to staff positions are determined each year by the number of qualified applicants for each available position. Pay incentives are used to recruit and retain teachers in those positions that have few to no immediate applicants.</p> <p>Current teachers</p> <p>New hires</p> |
| Compensation Type and Size | <p>Compensation Type: Base Pay Increase Bonus Type:</p> <p>Compensation Amount: Speech Pathologist (1) X \$4,447.00</p> <p>Special Education Teacher (1) X \$3,517.00</p> <p>School Psychologist (1) X \$8,046.00</p> <p>Math Teacher (1) X \$3,578.00</p> |
| Reach | 4 |
| Estimated Cost | \$19,588 |
| Instructional Roles or Responsibilities | |
| Description | <p>Highly effective teachers are selected to serve as mentors to new teachers hired during the 2021-22 school year and to teachers that have been identified as struggling based on assessment data and administrator recommendation.</p> <p>Number of Unique Roles: 1</p> |
| Eligibility Criteria | <p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Years of experience</p> <p>Level of effectiveness teachers that score a 4 or 5 are recruited as mentors for new teachers and teachers that have been identified as struggling.</p> |
| Compensation Type and Size | \$30 per hour for mentors and \$30 for teachers being mentored for a total of 10 hours maximum each. |

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|---|----------|
| Reach | 40 |
| Estimated Cost | \$12,000 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| <i>Is the district implementing an alternative salary schedule?</i> No | |
| Education* | |
| Educators who earn a Master's Degree receive a base pay increase of about 10% above a Bachelor's Degree. Educators who earn any degree above a Master's Degree receive a base pay increase between 5%-8% above a Master's Degree. | |
| Other | |