

## Hickman County

### 2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2022-2023 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary English, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers.</p> <p><b>Priority Areas: K-4</b> (Special Education, School Counselors, Principals), <b>5-8</b> (Math, Science, Reading/ELA, Special Education, School Counselors, Principals), <b>9-12</b> (Math, Science, Reading/ELA, Special Education, School Counselors, Principals, Foreign Language)</p>
<b>Eligibility Criteria</b>	<p>The district will offer a signing and/or retention bonus for hard to fill positions. For the 2022-2023 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education and special education comprehensive classes, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers.</p> <p>Current teachers</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2022 and one half on or about 1 May 2023. Amounts are negotiable from \$1,000.00 to \$5,000.00.</p>
<b>Reach</b>	14
<b>Estimated Cost</b>	\$52,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.</p> <p><b>Number of Unique Roles:</b> 4</p>
<b>Eligibility Criteria</b>	<p>Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers. Hickman County will pay a stipend to teacher-leaders for the completion of additional curriculum projects as determined by the district.</p>
<b>Compensation Type and Size</b>	Social Emotional Liaisons (8) x \$1,500.00
<b>Reach</b>	30
<b>Estimated Cost</b>	\$60,000

Performance	
<b>Description</b>	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2021-2022 school year based on the LOE scores calculated in TNCompass.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2021-2022 school year based on the LOE scores calculated in TNCompass. Compensation will be given as a bonus on or about 1 December
<b>Compensation Type and Size</b>	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2021-2022 school year based on the LOE scores calculated in TNCompass. Compensation will be given as a bonus on or about 1 December 2022 with \$225,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00; level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).
<b>Reach</b>	185
<b>Estimated Cost</b>	\$225,000

Alternative Salary Schedule	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
Education*	
The District will continue to pay for education training in five lanes: Bachelors, Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)	
Other	
Performance Standard 1: K-8 Principals	