

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)

Description	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. Priority Areas: K-4 (Special Education, School Counselors, Principals), 5-8 (Math, Science, Reading/ELA, Special Education, School Counselors, Principals), 9-12 (Math, Science, Reading/ELA, Special Education, School Counselors, Principals, Foreign Language)
Eligibility Criteria	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. Current teachers
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: 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.
Reach	14
Estimated Cost	\$52,000

Instructional Roles or Responsibilities

Description	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. Number of Unique Roles: 4
Eligibility Criteria	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.
Compensation Type and Size	Social Emotional Liaisons (8) x \$1,500.00
Reach	30
Estimated Cost	\$60,000

Performance

Description	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.
Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: 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
Compensation Type and Size	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).
Reach	185
Estimated Cost	\$225,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? 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