

# Hawkins County

## 2023-24 Differentiated Pay Plan

- Hard-to-Staff
- Instructional Roles
- Performance
- Alternative Salary Schedule

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>Hard to Fill Positions are compensated at a rate of \$3,000 per position. These positions would include high school positions at our most rural school as well as math, special education, speech, chemistry, biology and languages.</p> <p><b>Priority Areas: K-12</b> (Special Education/School Psychology) <b>9-12</b> (Math, Science) <b>TSI/ATSI Schools</b> (Leader Positions)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</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> \$3,000 (Math/Science/Special Education Teachers)</p> <p>\$10,000 (Leader ATSI/TSI schools)</p>
<b>Reach</b>	6
<b>Estimated Cost</b>	\$25,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
N/A	
Education*	
Educators are compensated based on the salary scale for degrees earned (MA, Ed.S., Doctorate)	
Other	