Hickman County (410)					
2023-2024 Differentiated Pay Plan					
Differentiated Element	**Description**	**Compensation Type and Size**	**Reach**	**Estimated Cost**	**Estimated Salary Expenditures**
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	**Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?**	**Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?**	**How much does the district estimate it will pay out for this differentiated pay element?**	**What percentage of salary expenditures (excluding benefit costs) does this element cover?**
Hard-to-Staff (School, Subject, or Placement)	The district will offer a signing and/or retention bonus for hard to fill positions. For the 2023-2024 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	The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2023 and one half on or about 1 May 2024. Amounts are negotiable from $1,000.00 to $5,000.00.	The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that 12-15 will receive the bonus. For retention, it is estimated that 5-8 will receive the bonus.	It is estimated that the bonus will be approximately $65,000.00 for the 2023-2024 school year.	**T**he bonus will be approximately 1% of salary expenditures

	Principals, and Secondary Foreign Language teachers.				
Performance	The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2022-2023 school year based on the LOE scores calculated in TNCompass.	Compensation will be given as a bonus on or about 1 December 2023 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).	All teachers and assistant principals (who are not under a performance contract) are eligible to receive the bonus.	It is estimated this stipend will be approximately $225,000.00 for the 2023-2024 school year.	This bonus is estimated to be approximately 2% of salary expenditures.
Additional Instructional Roles or Responsibilities	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. Hickman County will	The compensation will be provided as a stipend for specific leadership roles to build instructional capacity and/or deliver remediation. Specific amounts will range for $250 - $1,000. Social emotional learning liaisons, foster care liaisons, and child abuse coordinators will be paid a stipend of $1,500.00 per year for additional duties. Middle and high school level bookkeepers will receive an	District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school.	The district estimates the bonus payments will total approximately $60,000.00 for the 2023-2024 school year.	The bonus is estimated to be approximately less than 1% of salary expenditures.

	pay a stipend to teacher leaders to serve as building liaisons at their school for social-emotional learning training. Hickman County will pay a stipend for teacher leaders that serve as child abuse coordinators and foster care liaisons in school buildings, as required in T.C.A. Hickman County will pay a stipend to bookkeepers at the middle and high school level to complete the additional responsibilities of student instructional clubs, competitions, scholarships, and athletic programs.	additional $5,000.00 per year for additional bookkeeping requirements and responsibilities.			
Education*	The District will continue to pay for education training infive lanes: Bachelors, Masters, Masters	Compensation is given as a base pay increase. Qualifying teachers, depending on their degree, receive an increase of	All teachers are eligible. All teachers participate.	The District estimates that the degree increase will be $15,000.00 for the 2023-2024 school	The cost will be less than 1% of salary expenditures.

	+30/45, Ed.S and Doctorate.	$1,000.00 - $3,000.00.		year.	
Experience*	The District will continue to pay for experience up to 30 years of experience.	Each year a teacher earns a base step increase as indicated on the salary schedule.	All teachers are eligible. All teachers participate.	The District estimates that the 2023-2024 step experience increase will be approximately $250,000.00.	The cost will be less than 3% of salary expenditures.

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*