Hickman County Schools
Proposed Differentiated Pay Plan
FY 2025-2026

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 2025-2026 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 2025-2026 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 December 2025 and one half on or about 1 May 2026. Amounts are negotiable from $1,000.00 to $5,000.00.

Estimated Cost $84,000

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 to 5

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

Mentors: Hourly $37.50 per hour

Social Emotional Liaisons (8) x $1,500.00

Estimated Cost $55,000

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 2024-2025 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 2024-2025 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 2024-2025 school year based on the LOE scores calculated in TNCompass. Compensation will be given as a bonus on or about 1 December 2025 with $205,000.00 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 $205,000

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.)