Hickman County Schools
Proposed Differentiated Pay Plan
FY 2026-2027

Hard to Staff (School, Subject, or Placement)

Description

The district will offer a signing bonus for hard to fill positions. For the 2026-2027 school year. **The offering and amounts of signing bonus will be at the discretion of the Director of Schools.**

Eligibility Criteria

The district **may** offer a signing bonus for hard to fill positions. For the 2026-2027 school year, signing bonuses **may** 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. **The signing bonus is for newly hired employees. The offering and amounts of signing bonus will be at the discretion of the Director of Schools but not to exceed $4,000 per individual**

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 31 December 2026 and one half on or about May 31, 2026. Amounts are negotiable from $1,000 to $4,000.

Estimated Cost $36,000

Instructional Roles or Responsibilities

Description

After School Tutors

Number of Unique Roles: 8

Eligibility Criteria

Level of Overall Effectiveness

Certified in Content/Grade Area

Compensation Type and Size

Mentors: Hourly $37.50 per hour

Estimated Cost $20,400

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 2025-2026 school year based on the LOE scores calculated in TNCompass.

Eligibility Criteria Eligible Teachers: Teacher

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 2025-2026 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

Compensation Type: Bonus

Bonus Type: Performance - LOE

Compensation Amount:

The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2025-2026 school year based on the LOE scores calculated in TNCompass. Compensation may be given as a bonus on or about 1 December 2026 with $200,000.00 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 $200,000

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.)

Other

High School & Middle School Bookkeepers (4) x $5,000

Estimated Cost: $20,000