

Humboldt City Schools
Board of Education
2602 Viking Drive
Humboldt, Tennessee 38343
Phone: 731-784-2652 • Fax: 731-784-2480

Individual Performance Bonus:

- Teachers who receive a composite score of 5 on the TEAM evaluation will receive \$500.
- Teachers who receive a composite score of 4 on the TEAM evaluation will receive \$300.

Due to the accountability timeline, all payouts will be in the following year, as long as you are still employed with Humboldt City School System. Payments will be subject to all applicable state and local deductions.

Eligibility Guideline Requirements:

- Bonuses are not insured to occur every year and are contingent upon program funding.
- Employees hired as of or prior to June 30, 2014, or be an employee hired on or after July 1, 2014 to receive bonus pay.
- Employees must be employed in a position within 20 calendar days of the 1st day of school to be eligible for a bonus award for that school year.
- Employees must be in attendance 95% of days identified as the “instructional school year”. This means that the employee cannot be absent for more than **95 percent of days identified as the instructional school year**. The following types of leave will be held harmless (not count as days absent) and match the Board’s current policies and term definitions: *employees who have been called to military leave, jury duty, FMLA, or off-campus duties approved by the district will be held harmless.*
- Employees must be continuously employed in an eligible position through the last day of school and at the time of payout unless the individual retires. Retirees will receive full payment.
- Employees who have contracts that are non-renewed are ineligible to receive bonuses.
- Employees must have credentials for the position in which they function.
- Employees must be in “good standing”. “Good standing” means that all paperwork/ certifications are up-to-date.
- For applicable employees, it is required that employees review instructional-linkage and assignment-verification information for accuracy. Applicable employees are responsible for claiming their students’ individual scores.
- Employees who transfer from one eligible position to another eligible position will receive a bonus based on the position he or she held the greatest percentage of the school year.
 - a. *For example: From the first day of school an employee teaches seventh-grade math. On February 5, the employee transfers to a Principal position on the same campus. Both assignments are bonus eligible; however, the eligibility requirements for the two positions differ. In this case, the greater percentage of the “school year” was spent as a seventh-grade, TCAP tested teacher with Value-Added.*
- There will be no bonuses for employees who transfer from a bonus eligible position to a non-eligible position.
 - a. *For example: A Principal who transfers to Central Office. Central Office staff is not eligible due to grant funding requirements and not able to earn a bonus.*

- The bonus for employees who work on multiple campuses in the same participation category will be determined on the basis of the percentage of time in which they function at each campus.
 - a. *For example: If a 6th Grade Math Teacher is at Campus A $\frac{3}{4}$ of the day and Campus B for $\frac{1}{4}$ of the day, their school level bonus will be based $\frac{3}{4}$ on Campus A's results and $\frac{1}{4}$ on Campus B's results.*
- Employees must be supervised and evaluated by the Principal or his/her designee of the campus where they are serving students. Principals will be evaluated by the Superintendent.

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

Appendix B of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)					
Performance	<i>Teachers who receive a composite score of 4 or 5</i>	<i>5 - \$300.00 each 4 - \$200.00 each Bonus</i>	<i>34 - 4's = \$10,200.00 34 - 5's = \$17,000.00 Total = \$27,200.00</i>	<i>\$31,740.00</i>	<i>100%</i>
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other					

				HUMBOLDT CITY SCHOOLS																						
					SALARY SCHEDULE																					
					2014-2015																					
EXP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
B.S.	32499	34424	34424	34435	34694	35227	35580	36052	37094	37881	38046	38867	39046	39862	40050	40900	40900	41585	41585	42288	42288	42288	42593	42593	42593	43200
M.S.	35541	36671	36764	36880	37487	38303	39341	40191	41391	42278	42471	43391	43573	44521	44732	45692	45692	46485	46485	47292	47292	47292	47601	47601	47601	48194
M.S. +30	37862	38975	39065	39195	39868	40728	41820	42704	43960	44908	45111	46091	46262	47263	47458	48466	48466	49310	49310	50178	50178	50178	50377	50377	50377	51089
ED. Spec.	39415	40025	40025	40671	41502	42369	43526	44462	45793	46784	46978	47881	48184	49216	49415	50483	50483	51372	51372	52287	52287	52287	52592	52592	52592	53201
ED.D	42845	43461	43461	44182	45106	46039	47302	48307	49773	50845	51039	52127	52346	53665	53665	54820	54820	55816	55816	56777	56777	56777	57135	57135	57135	57741