

Knox County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and speech language therapists, school psychologists, hearing specialist, vision specialists, audiologists, and English as a Second Language. KCS will offer a stipend for new Special Educators (or current regular education teachers who hold the proper endorsement and are interested in going into a Special Education classroom for three years). Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, ESL/ELL, School Psychology, Special Education)
Eligibility Criteria	Must be certified in content/grade area. KCS will offer tuition assistance in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, special education, and English as a Second Language to current KCS educators who are pursuing course work to become certified in these areas. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Signing/Recruitment Bonus; Other (Tuition Assistance) Compensation Amount: \$7K or \$5K
Reach	120
Estimated Cost	\$771,233

Instructional Roles or Responsibilities	
Description	Lead Teacher--will evaluate and provide support to peers Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience; Selected by principal
Compensation Type and Size	\$2,500
Reach	347
Estimated Cost	\$867,500

Performance	
N/A	

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*	
MA, MA+45, Ed.D, and Ph.D degrees are recognized for compensation by the district.	
Other	
N/A	

*Education is not a differentiated pay element and does not count toward the mandated criteria.