

Loudon County Schools

2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The district will offer a signing bonus in areas deemed hard-to-staff by the Director of Schools. The award will be given as a two-part bonus. \$3,000 at the time of signing and an additional \$2,000 at the end of the first and second school year when evidence of a TEAM evaluation composite score of 3 or higher is attained. Priority Areas: K-4 (School Psychology), 5-8 (School Psychology), 9-12 (School Psychology)
Eligibility Criteria	Certified in content/grade area; Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$3,000 at signing for new employees and \$2,000 at the end of year for current and new employees.
Reach	4
Estimated Cost	\$11,000
Instructional Roles or Responsibilities	
Description	The district will strengthen its instructional coaching by providing a bonus to teachers in this role. These roles are filled through a selection and interview process of highly effective teachers. The roles are instructional coach, teacher leader, and aspiring administrator. Number of Unique Roles: 3
Eligibility Criteria	The candidates go through an application process and are vetted by principals and central office supervisors before being chosen to participate.
Compensation Type and Size	Instructional Coach \$4,000 Teacher Leader \$1,000 Aspiring Administrator \$1,000
Reach	28
Estimated Cost	\$34,000
Performance	
Description	The district will strengthen its instructional coaching by providing a bonus to teachers in this role.
Eligibility Criteria	Eligible Teachers: Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE) Any instructional coach receiving a 5 on their TEAM composite evaluation score would receive the additional stipend. Updated (May 2020): Due to COVID-19 school closures and no testing or evaluation data for 2019-20, the performance bonus in 2019-20 will be determined using 2018-19 data.
Compensation Type and Size	\$2,000
Reach	2

Estimated Cost \$4,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

BS, MS, MS+30, EDS, and EdD/PhD degrees are compensated.

Other

N/A

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