

## Knox County Schools

### 2020-21 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)	
<b>Description</b>	<p>KCS will offer a signing bonus in the hard to staff subject areas of world languages, advanced mathematics, chemistry, physics, speech language therapists, school psychologists, hearing specialists, vision specialists, audiologists, and ELL.</p> <p>KCS will pay a stipend for new special education teachers (or current regular education teachers who hold the proper endorsement and are interested in going into a special education classroom for three years).</p> <p>Extended Work agreements for teachers in Priority and Cusp Schools, Kelley Volunteer, Academy, Richard Yoakley, KAEC, and Ridgedale.</p> <p><b>Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education, Other), 5-8 (ESL/ELL, School Psychology, Special Education, Other), 9-12 (Math, Science, ESL/ELL, School Psychology, Special Education, Other)</b></p>
<b>Eligibility Criteria</b>	<p>Must be licensed in the any of the areas previously mentioned.</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b></p> <p><i>Hard to staff subject areas of world languages, advanced mathematics, chemistry, physics, speech language therapists, school psychologists, hearing specialists, vision specialists, audiologists, and ELL:</i> The \$5,000 bonus is given in November and February. Teachers who leave before the end of the school year must repay \$3,500 to the district. If teachers leave before the end of year two, they must repay \$2,500 to the district. If teachers leave before the end of year three, they must repay \$1,500 to the district.</p> <p><i>Special education:</i> The \$7,000 bonus will be paid out over a three-year period. \$3,000 to be paid in year one, \$2,000 to be paid in year two, and the remaining \$2,000 to be paid in year three.</p> <p><i>Extended work agreements:</i> Approximately \$1,289-5,413 in additional contract days depending on the educator's position.</p>
<b>Reach</b>	646
<b>Estimated Cost</b>	\$2,186,025

Instructional Roles or Responsibilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>Instructional Coaches (Numeracy, Literacy, Science, Social Studies, RTI, Gifted and Talented, and T-Pack Coach) <ul style="list-style-type: none"> <li>All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.</li> </ul> </li> <li>Special Education Mentor Coaches</li> </ul>

- All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations.
- Master Teachers
  - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations.
- Lead Teachers
  - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations.
- Portfolio Assessment Specialists
  - All appropriately professionally licensed teachers may pursue these positions when they teach in a subject area or grade level using the Tennessee Alternative Growth Measurement Portfolio Process.

<b>Number of Unique Roles:</b> 5 or more	
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area; Advanced degrees
<b>Compensation Type and Size</b>	<ul style="list-style-type: none"> <li>• Instructional Coaches: Base salary compensation for the role will average \$64,600</li> <li>• Special Education Mentor Coaches: Base salary compensation for the role will average \$64,600</li> <li>• Master Teachers: Base salary compensation for the role will average \$51,500. Master teachers receive a \$5,000 supplement and five additional days.</li> <li>• Lead Teachers: \$2,500 stipend</li> <li>• Portfolio Assessment Specialist: \$1,250 stipend</li> </ul>
<b>Reach</b>	535
<b>Estimated Cost</b>	\$9,619,165
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<b><i>Is the district implementing an alternative salary schedule?</i></b> No	
<b>Education*</b>	
The district will continue to offer a 5 lane salary schedule (Bachelor-Doctorate) as shown in the attached 2020-2021 salary schedule.	
<b>Other</b>	
N/A	

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