

Roane County Schools

2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description

Teachers can receive up to 10 points by taking on additional responsibilities or an additional instructional role.

Examples of additional responsibilities or additional instructional roles:

- Data Team Leader: Lead/Facilitate data team meetings
- Grade Level Leader: Lead PLC work and monitor instruction
- RTIB Leader: Lead work around school wide positive behavior supports
- Technology Leader: Lead teachers in area of effectively utilizing technology in daily instruction
- Content Leader: Lead teacher in implementing curriculum, lead PLCs
- School testing coordinator: Assist admin/teachers in coordinating required assessments
- Mentor: Support new teachers or other personnel
- Staff Development Provider: Lead professional development for teachers/other personnel
- Committee Chair: Lead committees to provide instructional support
- Remediation Specialist: Lead/Facilitate remedial instruction to reduce achievement gaps
- Virtual School Head: Lead teachers and provide supervision and oversight for virtual learning program

Number of Unique Roles: 5 or more

Eligibility Criteria

Level of overall effectiveness (LOE); Certified in content/grade area

Compensation Type and Size

Teachers earn points per each criterion: 1 point = \$30, max of 10 points or max of \$300

Leadership roles = 3 points

Committee/Team Member roles = 2 points

Teachers can also receive additional compensation for other areas of instructional leadership as approved by director or designee.

Reach

300

Estimated Cost

\$180,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule includes lanes for MA, MA+30, EDS, and Ed.D/Ph.D degrees.

Other

Annual \$4,000 stipend to those whom have achieved National Board Certification

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