

## Tipton 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>	The priority areas and schools for 2020-21 are: Alternative Learning Center; School Psychologist, Speech Pathologist, Vocational, and Teen Learning Center. <b>Priority Areas: K-4 (School Psychologist, Speech Pathologist), 5-8 (School Psychologist, Speech Pathologist), 9-12 (Alternative Learning Center, Vocational, Teen Learning Center, School Psychologist, Speech Pathologist)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Years of experience; Advanced degrees Current teachers are eligible
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> Alternative Learning Center - 8.5% of annual salary School Psychologist - \$5,000 annually Speech Pathologist - 10% of annual salary Vocational - \$1,000 - \$4,000 Teen Learning Center - 8.5% of annual salary
<b>Reach</b>	51
<b>Estimated Cost</b>	\$196,000

Instructional Roles or Responsibilities	
<b>Description</b>	Building level mentors - Builds capacity in each building for all teachers School counselors - Facilitates the push to focus on career goals the district has for students Instructional coaches - Focuses on improving instruction within each grade band and/or content area School-wide instructional facilitators - Functions to focus the school on the school improvement goals for each building Grade level chairs - Facilitates the competencies each grade level is expected to accomplish <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Certified in content/grade area
<b>Compensation Type and Size</b>	1.25% of annual salary
<b>Reach</b>	180
<b>Estimated Cost</b>	\$12,000

#### Performance

N/A

#### Alternative Salary Schedule

*Is the district implementing an alternative salary schedule?* No

#### Education\*

There are different salary amounts for each advanced degree earned (BA, MA, MA30, EDS, and PHD).

N/A

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