

## Tipton County Schools

### 2021-22 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>	Alternative Learning Center; School Psychologists; Speech Pathologists; Career Technical Teachers; Teen Learning Center <b>Priority Areas: K-4</b> (School Psychology, Speech Pathology), <b>5-8</b> (School Psychology, Speech Pathology), <b>9-12</b> (School Psychology, Speech Pathology, Career Technical Education)
<b>Eligibility Criteria</b>	Certified in content/grade area; Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> <ul style="list-style-type: none"> <li>Alternative Learning Center - 8.5% of base pay added to salary</li> <li>School Psychologist - \$5,000 additional annually</li> <li>Speech Pathologist - 10% of base pay added to salary</li> <li>Vocational teachers - \$1,000 additional for Family Consumer teachers, \$4,000 additional for Health Science teachers, additional 2 months salary for 2 more months of work for Agriculture teachers</li> <li>Teen Learning Center - 8.5% of base pay added to salary</li> </ul>
<b>Reach</b>	51
<b>Estimated Cost</b>	\$202,000

Instructional Roles or Responsibilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>Building level mentors - builds capacity in each building for all teachers</li> <li>Instructional coaches - focuses on improving instruction within each grade band and content area</li> <li>School-wide instructional facilitators - functions to focus the school on the school improvement goals for each building and assists in the application process of the setting and preparing goals</li> <li>Grade level chairs - facilitates the competencies each grade level is expected to accomplish</li> </ul> <b>Number of Unique Roles: 4</b>
<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>	\$125,000

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

There are different salary lanes for each advanced degree - Masters, Masters+30, EDS, and PHD/EDD.

#### Other

N/A

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