

## Tipton County 2022-23 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 New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b> <b>Compensation Amount:</b> • Alternative Learning Center - 8.5% of base pay added to salary • School Psychologist - \$5,000 additional annually • Speech Pathologist - 10% of base pay added to salary • 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 • Teen Learning Center - 8.5% of base pay added to salary
<b>Reach</b>	50
<b>Estimated Cost</b>	\$296,904
Instructional Roles or Responsibilities	
<b>Description</b>	• Building level mentors - builds capacity in each building for all teachers • Instructional coaches - focuses on improving instruction within each grade band and content area • 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 • Grade level chairs - facilitates the competencies each grade level is expected to accomplish <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>	104
<b>Estimated Cost</b>	\$78,000
Performance	
N/A	
Alternative Salary Schedule	

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

**Education\***

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

**Other**