



Department of
Education

2023-24 Differentiated Pay Plan Submission

District Name	KINGSPORT--822
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Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year?	Yes
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Hard-to-Staff Priority Areas	K-5 = Math, Special Education 6-8 = Math, Science, Fine Arts, Special Education 9-12 = Math, Science, Special Education
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Describe any additional hard-to-staff areas that were not listed above.	Speech Language Pathology
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Describe the eligibility criteria for Hard-to-Staff component:	Certified in content/grade area
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Who is eligible for your Hard-to-Staff component?	Current teachers New hires
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What types of Hard-to-Staff bonuses are available?	Signing/Recruitment Retention
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What is the amount of the compensation per Hard-to-Staff role?	\$5,000
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Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24:	1
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Estimate the total district cost of the Hard-to-Staff component:	\$5,000.00
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Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?	Yes
How many unique instructional roles will be implemented for the 2023-24 school year?	5 or more
Description of Instructional Roles and Responsibilities	These roles include leadership responsibilities for teacher leaders and other aspiring leaders, teacher mentors, content development, fidelity monitoring responsibilities and other similar roles.
Describe the eligibility criteria for the Instructional Roles and Responsibilities component:	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Years of experience Advanced degrees
Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:	The district generally considers knowledge, proficiency and performance in the desired area as well as demonstrated leadership among peers.
What is the amount of the compensation per instructional role?	\$460
Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:	260
Estimate total district cost of the Instructional Roles and Responsibilities component:	\$120,000.00

Performance

Is your district implementing a performance based bonus for the 2023-24 school year?	No
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Alternative Salary Schedule

Is your district implementing an alternative salary schedule?	No
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2023-24 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district:	Educators are assigned a lane which compensates for their degree.
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