

## Cocke County Schools

### 2018-19 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

The District will develop additional instructional roles based on system needs. Examples include learning leaders, mentor teachers, PLC Team leaders, etc. Teachers performing at a 3, 4 or 5 on individual growth and/or TEAM Educator Effectiveness scores will be eligible for additional roles within the district.

The compensation for these jobs will be outlined in job descriptions and will range from \$500 to \$2000 annually as a stipend. It is anticipated that we have a minimum of one role per school (11 schools) based on need.

#### Number of Unique Roles: 1

##### Eligibility Criteria

Level of Overall Effectiveness (LOE), Years of experience  
Principal recommendation and essay question submission.

##### Compensation Type and Size

\$1,000

##### Reach

11

##### Estimated Cost

\$11,000

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

The District will continue to award step increases based on the following levels of education:

1. Bachelors Degree
2. Masters Degree
3. Masters Degree plus 30 semester hours
4. Education Specialist Degree
5. Doctorate

Advancing from one educational step to the next will be given as a salary increase.

#### Other

The District will add a bonus award of \$2,000 for staff members who attain certification as a National Certified Board Teacher. Participants for this bonus shall present documentation from the National Certification Board confirming they have met the criteria to be

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