

Elizabethton City Schools

2019-20 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)	
Description	The district will offer a 5% increase in base salary for the hard-to-staff area of Speech and Language Pathologist. This will assist the district in hiring and retaining quality people in this field. This will make the pay more comparable to facilities and school districts in our area who compete for these employees. Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: This award will be a 5% base pay increase. This percentage is reviewed annually.
Reach	1
Estimated Cost	\$7,500

Instructional Roles or Responsibilities	
Description	The district has twelve (12) school-level Learning Leaders (Teacher Leaders) positions to enhance professional development at each location. Learning Leaders will support teachers through job-embedded differentiated professional development, PLC leadership, and mentoring. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Years of experience Learning Leaders must have at least three years of effective teaching experience, a three-year average LOE of 3 or higher and a commitment to on-going professional development. Teacher must apply and are selected through a rigorous interview process. Learning Leaders will work to support district and school level goals. Principals will have the discretion of how to utilize in their building to support differentiated professional development.
Compensation Type and Size	The award will be given annually in the form of a \$3,000 stipend per Learning Leader. This amount will be reviewed annually.
Reach	12
Estimated Cost	\$36,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district will include Bachelor's, Master's, Educational Specialist's, and Doctorate's for eligible base pay compensation as shown in the the attached salary schedule. The district will no longer compensate (in base pay) teachers at the Bachelor's +30 or the Master's +30 levels. The district will continue to pay the base salaries for teacher currently on these eliminated levels. No new employees will be added to these

steps after July 1, 2015.

Other

N/A

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