

## Elizabethton

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The district will offer a 5% increase in base salary for the hard-to-staff area of Speech and Language Pathologists. This will assist the district in hiring and retaining quality people in this field. The differentiated pay will make the pay more comparable to facilities and school districts in our area who compete for these employees.</p> <p><b>Priority Areas: K-4 (Other (Speech and Language Pathologist)), 5-8 (Other (Speech and Language Pathologist)), 9-12 (Other (Speech and Language Pathologist))</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Not applicable at this time</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b></p> <p><b>Compensation Amount:</b></p> <p>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. The Differentiated pay will make the pay more comparable to facilities and school districts in our area that compete for these employees. Approximately \$3,136 per role</p>
<b>Reach</b>	3
<b>Estimated Cost</b>	\$10,830
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
<p>The district will include Bachelors, Masters, Educational Specialists, and Doctorates for eligible base pay compensation as shown in the attached salary schedule. The district will no longer compensate (in base pay) teachers at the Bachelors +30 or the Masters +30 levels. The district will continue to pay the base salaries for teachers currently on these eliminated levels. No new employees will be added to these steps after July 1, 2015.</p>	
Other	