

## Blount County Schools

### 2019-20 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	1. New Teacher Mentors, 60 teachers 2. Technology Teacher Leaders, 42 teachers 3. Literacy Teacher Leaders, 14 teachers <b>Number of Unique Roles: 3</b>
Eligibility Criteria	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
Compensation Type and Size	1. New Teacher Mentors, 60 teachers, \$250/each 2. Technology Teacher Leaders, 42 teachers, \$1,000/each 3. Literacy Teacher Leaders, 14 teachers, \$1,000/each
Reach	116
Estimated Cost	\$71,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Bachelors, Masters, Masters +30, Educational Specialist, and Doctoral Degrees are recognized through 24 steps on the schedule.	
Other	
Current NBCTs are compensated \$1,000 annually.	

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