

## Kingsport City Schools 2020-21 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	
<b>Description</b>	These roles include a variety of leadership responsibilities for both staff and students including new teacher mentors, teacher leaders, developing assessments and academic content, and ensuring teacher commitment to KCS scope and sequence.
	<b>Number of Unique Roles: 5 or more</b>
<b>Eligibility Criteria</b>	Certified in grade/content area; Level of overall effectiveness; Individual TVAAS; Advanced degrees Using this criteria, administrators have the responsibility in assigning the additional roles and responsibilities.
<b>Compensation Type and Size</b>	Stipend payments between \$100-\$3,000 annually
<b>Reach</b>	284
<b>Estimated Cost</b>	\$220,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The salary scale includes lanes for Bachelors, Masters (\$5,000 increase from Bachelors), Ed.S.(\$4,500 increase from Masters) and Ed.D (\$2,500 increase from Ed.S.).	
Other	
<b>NBCT:</b> One time bonus of \$2,000 for a teacher obtaining National Board Certification. \$1,000 towards initial application, \$700 for reapplication.	
<b>Reserved Hard to Staff Incentive:</b> Offer signing bonus and/or tuition discounts to teachers in hard to fill areas. Priority Areas: K-4 (ESL/ELL, Special Education, Other), 5-8 (Math, Science, ESL/ELL, Special Education, Other), 9-12 (Math, Science, ESL/ELL, Special Education, Other). The "other" category is for Speech Language Pathologists, orchestra and music teachers. Must be certified in content/grade area. Current teachers and new hires are eligible. Up to \$10,000 signing bonus. For retention/current employees: tuition discounts of \$600 to \$1,200 per year.	

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