

## Lenoir 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>	<p>TEACHER LEADERS: Plan, facilitate &amp; support district-wide content area vertical team; serve as mentor to all employees in the base school as needed; research, design &amp; maintain professional learning website</p> <p>CONTENT COACH: Support new &amp; novice teachers with instructional pedagogy</p> <p>TIGER COACH: Assigned to teachers new to the district to navigate the TIGER Evaluation model</p> <p>PERSONALIZED LEARNING FACILITATOR: Support &amp; coach classroom teachers and provide professional development in utilizing technology for instruction</p> <p>GUIDANCE FACILITATOR: Provide coordination of guidance services and ensure that state requirements relating to guidance activities are implemented</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area Content Coaches and Tiger Coaches will be selected from Teacher Leaders.
<b>Compensation Type and Size</b>	<p>Learning Leaders (20) x \$500</p> <p>Content Coach (8) x 500</p> <p>TIGER Coach (2) x 500</p> <p>Personalized Learning Facilitator (1) x 10% of the teacher's base salary</p> <p>Guidance Facilitator (1) - 10% of the counselor's base salary</p>
<b>Reach</b>	32
<b>Estimated Cost</b>	\$27,613
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
<p>Educators are compensated for MA, Ed.S, and Ed.D. Compensation for Ed.S or Ed.D degrees will be limited to the degrees in the teacher's content area or in the area of curriculum &amp; instruction supervision. Prior to enrolling in an Ed.S or Ed.D degree program, teachers are encouraged to submit a request to the Advanced Degree Review Committee to determine if the degree meets the guidelines of the pay plan. If approved, the teacher will be placed in the appropriate salary lane upon completion of the degree, provided documentation of appropriate licensure is provided to the Central Office.</p>	
Other	
N/A	

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