

## Johnson 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>	<ol style="list-style-type: none"> <li>1. The System will provide a stipend for teachers who mentor new teachers in the Johnson City System.</li> <li>2. Johnson City Technology Teacher Leaders are selected through a rigorous interview process. They receive intensive professional development and serve as trainers, resource providers and co-teachers for all teachers at their respective schools. They help fulfill the Board of Education's vision for our digital learning initiatives.</li> <li>3. Curriculum Council members are selected by principals to attend monthly meetings during which they receive timely and pertinent information relevant to curriculum and instruction. They then return to the school level and share this information with fellow teachers.</li> </ol>
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#### Number of Unique Roles: 3

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience</p> <ol style="list-style-type: none"> <li>1. Only teachers with experience in the Johnson City System will be paid as mentors.</li> <li>2. Teachers have to fill out a written application for the Technology Teacher Leader Role and go through an interview process.</li> <li>3. Curriculum Council members are selected at the school level.</li> </ol>
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<b>Compensation Type and Size</b>	<ol style="list-style-type: none"> <li>1. An annual payment of up to \$500 stipend for the first teacher mentored (25 hours of mentoring), with an additional \$100 for additional teachers mentored.</li> <li>2. \$500 per teacher leader service after the first year</li> <li>3. \$20 per hour for attending monthly meeting</li> </ol>
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<b>Reach</b>	95
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<b>Estimated Cost</b>	\$45,000
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#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Educators are paid on a scale which is based on their degree. Advanced degrees include: Master's, Master's +30, EDS, and EDD.

#### Other

Each teacher will receive a \$500 bonus upon receipt of National Board Certification if certification is achieved while the teacher is employed by Johnson City Schools. Each teacher with National Board Certification will receive an annual stipend of \$2,000.

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