

Knox County Schools

2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advance Mathematics, Chemistry, Physics, speech language, therapist, school psychologist, hearing specialist, vision specialists, audiologists, and English as a Second Language. This will be in the amount of \$5,000. SPED (Comprehensive) will be given a \$7,500 paid out over 3 years. Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, ESL/ELL, School Psychology, Special Education)
Eligibility Criteria	Certified in content/grade area; We look at certain certifications. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$5,000; \$7,500 For SPED (Comprehensive)
Reach	175
Estimated Cost	\$725,000
Instructional Roles or Responsibilities	
Description	Instructional Coaches (Numeracy, Literacy, Science, Social Studies, RTI, Gifted Talented, and T-Pack Coaches), Special Education Mentor Coaches, iZone Principals, Master Teachers, Lead Teachers, Portfolio Assessment Specialist. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Teachers selected will have performance scores at above or significantly above expectations.
Compensation Type and Size	Additional Days and Additional Supplement, depending on the role
Reach	575
Estimated Cost	\$10,000,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
The district salary schedule recognizes the following degrees: BA, MA, MA+30, EdS, and DOC.	
Other	
N/A	

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