

KNOX COUNTY--470					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and student support areas of Special Education, and English as a Second Language.	Certified in content/grade area	Bonus  The \$5,000 bonus is given in November. Teachers, who leave before the end of the school year, must repay \$3,500.00 to the district. If they leave before the end of year two, they owe 2,500 or before the end of year three, they must repay \$1,500.	120	\$423,000
<b>Performance</b>					
<b>Additional Instructional</b>	Instructional Coaches (Numeracy,	Level of Overall Effectiveness (LOE)	Instructional Coaches (Numeracy, Literacy, Gifted Talented and T-Pack Coaches) - Base	555	\$6,861,805

<b>Roles or Responsibilities</b>	<p>Literacy, Gifted Talented and T-Pack Coaches)</p> <p>All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.</p> <p>Special Education Mentor Coaches - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.</p> <p>I-Zone Facilitators - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or</p>	<p>Certified in content/grade area</p> <p>Years of experience</p> <p>All appropriately professionally licensed teachers may pursue these positions.</p> <p>Teachers selected will have performance scores at above expectations or significantly above expectations.</p>	<p>salary compensation for the role will average \$59,000.00.</p> <p>Special Education Mentor Coaches - Base salary compensation for the role will average \$59,000.00.</p> <p>I-Zone Facilitators - Base salary compensation for the role will average \$59,000.00.</p> <p>Master Teachers - Base salary compensation for the role will average \$59,000.00.</p> <p>\$5,000 per position</p> <p>Lead Teachers - \$2,500 per position</p> <p>Portfolio Assessment Specialist - \$1,250 Stipend</p> <p>PD Specialist - \$2,500 Stipend</p>		
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	<p>significantly above expectations.</p> <p>Master Teachers - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.</p> <p>Lead Teachers - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.</p> <p>Portfolio Assessment Specialist - All appropriately professionally licensed teachers may pursue these positions when they teach in a subject area or grade level using the</p>				
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	<p>Tennessee Alternative Growth Measurement Portfolio Process.</p> <p>PD Specialist - All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.</p>				
<b>Education*</b>	The district will continue to offer a 5 lane salary schedule (Bachelor-Doctorate).				
<b>Other</b>					

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