

Kingsport City Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	<p>Annual base pay increases determined using Level of Overall Effectiveness (LOE)</p> <p>The district utilizes a single lane pay scale with 90 total steps. Each step is valued at \$300. Teachers are awarded steps based on the following:</p> <p>LOE 5 = 3 steps (\$900)</p> <p>LOE 4 = 2 steps (\$600)</p> <p>LOE 3 = 1 step (\$300)</p> <p>*New teachers automatically advance on the scale in their first 3 years. There are \$1,500 steps for years 1, 2 and 3. After year 3, teachers are placed on the step scale and awarded steps as stated above.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE) of 3, 4, 5</p>
Compensation Type and Size	<p>LOE 5 = 3 steps (\$900)</p> <p>LOE 4 = 2 steps (\$600)</p> <p>LOE 3 = 1 step (\$300)</p>
Reach	550
Estimated Cost	\$465,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Annual base pay increases determined using evaluation criteria	
Education*	
<p>Advanced Degree Attainment</p> <p>1st Advanced degree = +10 Steps (\$3,000)</p> <p>2nd Advanced Degree = +5 Steps (\$1,500)</p> <p>3rd Advanced Degree = +3 Steps (\$900)</p>	
Other	
Teachers receive a one time bonus of \$2,000 for obtaining National Board Certification and \$1,000 towards the initial application. The district will pay up to \$700 towards reapplication.	

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