

## Blount County Schools

### 2018-19 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>   | 1. Technology Teacher Leaders, 46 teachers, \$1,500 stipend<br>2. Literacy Teacher Leaders, 14 teachers, \$1,500 stipend<br>3. New Teacher Mentors, 50 teachers, \$500 stipend<br><b>Number of Unique Roles: 3</b> |
| <b>Eligibility Criteria</b>  | Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days), Years of experience, Advanced degrees                                |
| <b>Compensation Type and Size</b>  | 1. Technology Teacher Leaders, 46 teachers, \$1,500 stipend<br>2. Literacy Teacher Leaders, 14 teachers, \$1,500 stipend<br>3. New Teacher Mentors, 50 teachers, \$500 stipend                                     |
| <b>Reach</b>   | 110  |
| <b>Estimated Cost</b>  | \$115,000  |
| Performance  |  |
| N/A  |  |
| Alternative Salary Schedule  |  |
| <b>Is the district implementing an alternative salary schedule?</b> No   |  |
| Education*   |  |
| Bachelors, Masters, Masters +30, Educational Specialist and Doctoral Degrees are recognized through 23 steps with a specifically assigned index. |  |
| Other  |  |
| \$1,000 annual stipend for teachers holding active National Board certification.   |  |

The district provide \$500 stipends to administrators who serve as mentors in the Aspiring Administrator and New Administrator Academies.

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