

## Loudon County Schools

### 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	The district will offer a signing bonus in areas deemed hard-to-staff by the Director of Schools. The award will be given as a two-part bonus. \$3,000 at the time of signing and an additional \$2,000 at the end of the first and second school year when evidence of a TEAM evaluation composite score of 3 or higher is attained. <b>Priority Areas: School Psychology</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area; current teachers and new hires are eligible. Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> 1 new psychologist x \$5,000; 3 current psychologists x \$2,000
<b>Reach</b>	4
<b>Estimated Cost</b>	\$11,000
Instructional Roles or Responsibilities	
<b>Description</b>	The district will strengthen its instructional coaching by providing a bonus to teachers in this role. These roles are filled through a selection and interview process of highly effective teachers. These roles are instructional coach (facilitate professional development and review best instructional practices), teacher leader (school level mentor and professional development facilitator), and aspiring administrator (development of an administrator pipeline by providing extra roles and support). <b>Number of Unique Roles: 3</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) The candidates go through an application process and are vetted by principals and central office supervisors before being chosen to participate.
<b>Compensation Type and Size</b>	18 teacher leaders x \$1,000 8 aspiring administrators x \$1,000 2 instructional coaches x \$4,000
<b>Reach</b>	28
<b>Estimated Cost</b>	\$34,000
Performance	
<b>Description</b>	The district will strengthen its instructional coaching by providing a bonus to teachers in this role.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Other instructional staff <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) Any instructional coach receiving a 5 on their TEAM composite evaluation score would receive the additional stipend.
<b>Compensation Type and Size</b>	LOE 5 x \$2,000

<b>Reach</b>	2
<b>Estimated Cost</b>	\$4,000

### Alternative Salary Schedule

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

### Education\*

Each teacher will earn the salary according to their educational attainment and years of service. The district will include Bachelor's, Master's, Master's + 30, Educational Specialist's, and Educational Doctorate for eligible base pay compensation as shown in the 2020-21 salary schedule.

### Other

**N/A**

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