

## Kingsport 2022-23 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)	
<b>Description</b>	Speech language pathologists <b>Priority Areas: K-4</b> (Fine Arts, Special Education), <b>5-8</b> (Fine Arts, Special Education), <b>9-12</b> (Fine Arts, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area The criteria listed are considered for all positions not only hard to staff. Performance data where available, work history and references are considered for hiring all positions in the district. Current teachers New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$0-\$10,000
<b>Reach</b>	1
<b>Estimated Cost</b>	\$5,000
Instructional Roles or Responsibilities	
<b>Description</b>	These include a variety of leadership roles including new teacher mentors, teacher leaders, developing assessments and academic content, ensuring teacher commitment and fidelity to district scope and sequence. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area These teachers are identified based on demonstrated leadership, commitment to excellence, performance, professionalism and fidelity to district initiatives and academic content.
<b>Compensation Type and Size</b>	These roles are compensated in amounts ranging from \$100 to \$3,000 per year, paid by stipend.
<b>Reach</b>	300
<b>Estimated Cost</b>	\$220,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
We recognize Bachelors, Masters, Ed.S and Ed.D. Teachers receive additional compensation through lane advancement as shown on the attached salary schedule.	
Other	
A one-time bonus in the amount of \$2,000 is paid to a tenured teacher that obtains National	



Board Certification as well as paying \$1,000 toward the initial application and up to \$700 for reapplication or renewal fees.