

Elizabethton

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)	
Description	The district will offer a 5% increase in base salary for the hard-to-staff area of Speech and Language Pathologists. This will assist the district in hiring and retaining quality people in this field. The differentiated pay will make the pay more comparable to facilities and school districts in our area who compete for these employees. Priority Areas: K-4 (Other (Speech and Language Pathologist)), 5-8 (Other (Speech and Language Pathologist)), 9-12 (Other (Speech and Language Pathologist))
Eligibility Criteria	Certified in content/grade area Not applicable at this time Current teachers New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Bonus Type: Compensation Amount: This award will be a 5% base pay increase. This percentage is reviewed annually. The estimated amount for each position is \$2,903
Reach	3
Estimated Cost	\$8,709
Instructional Roles or Responsibilities	
Description	The district has twelve (12) school-level Learning Leaders (Teacher Leaders) positions to enhance professional development at each location. Learning Leaders will support teachers through job-embedded differentiated professional development, PLC Leadership, and mentoring. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Years of experience Learning Leaders must have at least three years of effective teaching experience, a three-year average LOE of 3 or higher, and a commitment to ongoing professional development. Teachers must apply and are selected through a rigorous interview process. Learning Leaders will work to support district and school-level goals. Principals will have the discretion of how to utilize in their building to support differentiated professional development.
Compensation Type and Size	The award will be given annually in the form of a \$3000 stipend per Learning Leader. This amount will be reviewed annually.
Reach	12
Estimated Cost	\$36,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district will include Bachelors, Masters, Educational Specialists, and Doctorates for eligible base pay compensation as shown in the attached salary schedule. The district will no longer compensate (in base pay) teachers at the Bachelors +30 or the Masters +30 levels. The district will continue to pay the base salaries for teachers currently on these eliminated levels. No new employees will be added to these steps after July 1, 2015.

Other