

KINGSPORT--822					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	<p>1. The district will pay Speech/Language pathologists new to KCS for verified years of experience in settings other than public or private schools.</p> <p>2. The district will waive or reduce tuition fees for teacher/parents living outside the Kingsport city limits, with children attending KCS, teaching in hard-to-fill positions, as defined by the Executive Committee of the Board of Education.</p> <p>Any current KCS teacher or teacher candidate for a hard-to-fill position, living outside the city limits, with children attending KCS is eligible.</p>	Certified in content/grade area	Bonus	1	\$10,000
			<p>Varies depending on which component applies:</p> <p>1. \$0-\$10,000</p> <p>2. \$0-\$1,200</p> <p>3. \$0-\$10,000</p>		

	3. The district will provide a recruitment bonus to hire the most desirable candidate when the pool of applicants is inadequate to fill an identified position, as justified to the Executive Committee of the Board of Education by the Chief Human Resource Officer.				
Performance	The district will utilize a single-lane salary schedule that uses evaluation criteria to determine forward movement to increase base-pay. All teachers with 4 or more years' experience will receive a base pay increase by moving forward a designated amount of steps along the single-lane pay scale dependent on their previous years' evaluation score (3 = 1 step; 4 = 2 steps; 5 = 3 steps). Each step is equivalent to a base pay increase of \$300. Teachers receiving a score of 1 or 2 will not step forward on the new scale. (*Due to the late release of test scores from 2016-17,	Tested teachers		485	\$430,000
		Non-tested teachers			
		Portfolio teachers			
		Level of Overall Effectiveness (LOE)			

	the district will use the average evaluation scores for teachers to determine step increases. Once scores are released and the final LOE is available, teachers will receive the benefit of any upward adjustment in their score (increase in step), but not will not lose any steps as a result of a lower LOE from final test scores, if impacted.)				
Additional Instructional Roles or Responsibilities					
<i>Education*</i>					
Other					

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