

Kingsport City Schools

2021-22 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	In the description for "other" this includes: Speech Language Pathologists, certain CTE positions such as Automotive Maintenance, and positions related to STEM such as digital arts. Incentives include: <ul style="list-style-type: none"> - giving experience credit for salary purposes to certain positions that work in private practice such as speech language pathologists - waiving or reducing tuition fees for teacher/parents living outside of district limits - signing bonuses - paying for PRAXIS exams to add endorsements - paying for course work to add endorsements
	Priority Areas: K-4 (Other), 5-8 (Math, Other), 9-12 (Math, Science, Other)
Eligibility Criteria	Certified in content/grade area; Current teachers; New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: Up to \$10,000 for signing bonus \$600-\$1,200 for tuition discounts
Reach	3
Estimated Cost	\$1,000-\$3,000

Instructional Roles or Responsibilities	
Description	These roles include a variety of leadership responsibilities for both staff and students including new teacher mentors, teacher leaders, developing assessments and academic content, and ensuring teacher commitment to KCS scope and sequence. Number of Unique Roles: 5 or more
Eligibility Criteria	Certified in content/grade area
Compensation Type and Size	Between \$100 and \$3,000 annually
Reach	300
Estimated Cost	\$220,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are placed in the pay lane consistent with their advanced degree. The advanced degrees compensated include Bachelors, Masters, EdS and EdD.

Other

The district will pay a one-time bonus to any KCS tenured teacher that obtains National Board Certification. KCS will pay toward the initial application and reapplication or renewal fees. Additionally, the



NBCT applicant will be provided up to five professional days, as requested, to complete work on initial certification. Compensation will be provided as a one-time bonus of \$2,000 to a teacher obtaining National Board Certification. The system will pay \$1,000 toward the initial application and up to \$700 toward reapplication.

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