

Loudon County Schools

2021-22 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)	
Description	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. Priority Areas: 9-12 (Math, Science, Other: Foreign Language)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: 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 year when evidence of a TEAM evaluation composite score of 3 or higher is attained.
Reach	3
Estimated Cost	\$15,000
Instructional Roles or Responsibilities	
Description	Instructional Coach: Facilitate professional development across the district, support curriculum implementation and provide imbedded coaching on best practices within the classroom. Teacher Leader: Support new teachers in assigned building and help instructional coach support teachers in best practices. Aspiring Administrator: Support administrators in assigned building and assume leadership roles within the building. Number of Unique Roles: 3
Eligibility Criteria	The candidates go through an application process and are vetted by principals and central office supervisors before being chosen to participate.
Compensation Type and Size	2 instructional coaches x \$4,000 14 teacher leaders x \$1,000 10 aspiring administrators x \$1,000
Reach	26
Estimated Cost	\$32,000
Performance	
Description	The district will strengthen its instructional coaching by providing a bonus to teachers in this role. Any instructional coach receiving a 5 on their TEAM composite evaluation score would receive an additional \$2,000 stipend.
Eligibility Criteria	Eligible Teachers: Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE) Any instructional coach receiving a 5 on their TEAM composite evaluation score would receive the additional stipend.

Compensation Type and Size	LOE 5 x \$2,000
Reach	2
Estimated Cost	\$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 salary schedule.

Other

N/A

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