

Cocke County School System 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
Instructional Roles or Responsibilities	
Description	Teacher leaders in each building will be utilized to lead PLC's and data discussions. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Years of experience; Advanced degrees; Teacher leaders will be selected by the district upon recommendation from the building level principal.
Compensation Type and Size	\$1,000 per year.
Reach	11
Estimated Cost	\$11,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The salary schedule has a step increase for various degrees. These include Bachelor's, Master's Degree, Master's Degree+30, Educational Specialist, and Doctorate.	
Other	
Stipend provided to earn and maintain National Board Certification.	

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