

Kingsport City Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	<p>Updated May 2020: Kingsport City Schools was approved to implement changes to their State Board-approved alternative salary schedule in May 2020. As a result of COVID-19 school closures, no evaluation or testing data for 2019-20, and the approved changes to the district's alternative salary schedule, the district will provide base pay increases to align all educators to the newly approved step and level salary schedule.</p> <p>Teachers receive a certain number of steps on a single lane pay scale depending on their LOE as set forth below.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers</p> <p>Eligibility Criteria: Level of overall effectiveness (LOE)</p>
Compensation Type and Size	<p>Teachers receive a certain number of steps on a single lane pay scale depending on their LOE as set forth below. Each step is valued at \$300.</p> <ul style="list-style-type: none"> • LOE 3 = 1 step • LOE 4 = 2 steps • LOE 5 = 3 steps
Reach	560
Estimated Cost	\$400,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? Yes	
Type: Annual base pay increases determined using evaluation criteria	
<p>Criteria: Level of overall effectiveness (LOE); advanced degrees</p> <ul style="list-style-type: none"> • 1st advanced degree = 10 steps • 2nd advanced degree = 5 steps • 3rd advanced degree = 3 steps <p>Updated May 2020: Kingsport City Schools was approved to implement changes to their State Board-approved alternative salary schedule in May 2020. As a result of COVID-19 school closures, no evaluation or testing data for 2019-20, and the approved changes to the district's alternative salary schedule, the district will provide base pay increases to align all educators to the newly approved step and level salary schedule.</p> <p>Final LOE score for teachers on the following scale:</p> <ul style="list-style-type: none"> • LOE 3 = 1 step • LOE 4 = 2 steps • LOE 5 = 3 steps <p>Each step is valued at \$300.00</p>	
Reach: 560	

Estimated Cost: \$400,000

Education*

Educators receive step increases based on advanced degree attainment.

Other

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.*