

## Knox County 2023-24 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)	
<b>Description</b>	<p>KCS will offer a signing bonus in the hard-to-staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and speech-language therapists, school psychologists, hearing specialists, vision specialists, audiologists, and English as a Second Language. KCS will provide a stipend for new Special Education teachers (or current regular education teachers who hold the proper endorsement and are interested in attending a Special Education classroom for three years).</p> <p>KCS will offer tuition assistance in the hard-to-staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, special education, and English as a Second Language to current KCS educators pursuing course work to become certified to teach in these areas.</p> <p>Extend work agreements from 200 to 216 days for Priority and Cusp School Teachers.</p> <p>Paul E. Kelley Volunteer Academy teachers work agreement work 221 work agreements.</p> <p>KCS will provide a salary supplement to teachers and educational assistants at Fort Sanders Educational Development Center, Knoxville Adaptive Education Center, Richard Yoakley School, and Ridgedale Alternative School.</p> <p>Extend work agreements from 200 to 205 days for Richard Yoakley School, Knoxville Adaptive Education Center, Ridgedale Alternative School, and teachers.</p> <p><b>Priority Areas: K-4</b> (Reading/ELA, ESL/ELL, School Psychology, Special Education), <b>5-8</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Advanced degrees</p> <p>Details listed in description above</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b> \$5,000 and \$7,500 for SPED</p>
<b>Reach</b>	175
<b>Estimated Cost</b>	\$560,000

Instructional Roles or Responsibilities	
<b>Description</b>	<p>Region 5 Administrators (Principal, Assistant Principals, and Assistant Administrators) will receive a supplement. These administrators will be working to implement KITMABA recommendations into their schools.</p> <p>Mentor Teachers with Occupational Apprenticeship Program (OAP) are paired with Teaching Candidates in the OAP partnership with UTK and the Tennessee Department of Labor.</p>
	<b>Number of Unique Roles: 4</b>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Must be a recommended teacher in good standing</p> <p>Additional time required to lead additional professional development opportunities for staff at Region 5 schools.</p>
<b>Compensation Type and Size</b>	<p>Principal (\$5,000)</p> <p>Assistant Principal (\$2,500)</p> <p>Assistant Administrators (\$1,250)</p> <p>Mentor Teachers (\$1,000)</p>
<b>Reach</b>	61
<b>Estimated Cost</b>	\$164,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Traditional lanes and steps based on degrees and experience: BA, MA, MA+30, EDS, EDD	
Other	