

LENOIR CITY--531					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p>1) The district will fund four Learning Leader positions to serve as coaches for new teachers, teachers who are below the acceptable range in teacher evaluation, and provide professional development.</p> <p>2) The district will add an additional month to the base contract of two literacy specialists and two personalized learning facilitators. These positions</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>1) Any teacher with a level 5 teacher effectiveness score or a score of 4.0 or higher on the final qualitative evaluation score may apply for the learning leader position.</p>	<p>1) \$1,500 for the Learning Leader position.</p> <p>2) The additional month added to the base salary of the Literacy Specialists and Personalized Learning Facilitators is calculated as 1/10th of the teacher's degree and step on the salary schedule.</p>	70	\$66,868

	will support and coach classroom teachers.	2) Four positions will be eligible for the addition to the contract.			
Education*	The district requires approval of degrees before adding to teachers' salaries only for degrees above Master's.				
Other	Teachers who reach initial tenure status with the district will be eligible to receive a one-time bonus.	<p>Tested teachers</p> <p>Non-tested teachers</p> <p>Portfolio teachers</p> <p>Teacher must be eligible for tenure and receive tenure status from the board of education.</p>	\$1,000	6	\$7,004

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