

## Loudon County Schools

### 2018-19 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)	
<b>Description</b>	Foreign Language <b>Priority Areas: 9-12 (Other)</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area Current teachers & New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention <b>Compensation Amount:</b> \$3,000 at the time of signing for new hires \$2,000 at the end of the first and second school year for new hires and existing teachers with an LOE of 3 or higher.
<b>Reach</b>	3
<b>Estimated Cost</b>	\$9,000
Instructional Roles or Responsibilities	
<b>Description</b>	District Instructional Coach: Facilitate professional development by pull-out and job embedded, support curriculum and assessment development and provide instructional best practices Teacher Leader: Provide job embedded instructional support and mentoring Master Teacher Leader: Provide job embedded instructional support, facilitate professional development and mentoring Aspiring Administrator: Provide leadership support, data analysis and curriculum support within the school <b>Number of Unique Roles: 4</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE)
<b>Compensation Type and Size</b>	District coach: \$4,000 Teacher Leader: \$1,000 Master Teacher Leader: \$2,000 Aspiring Administrator: \$1,000
<b>Reach</b>	30
<b>Estimated Cost</b>	\$42,000
Performance	
<b>Description</b>	Any district instructional coach receiving a LOE of 5 will receive an additional stipend
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Non-tested teachers <b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE) of 5
<b>Compensation Type and Size</b>	LOE 5 x \$2,000
<b>Reach</b>	3
<b>Estimated Cost</b>	\$6,000
Alternative Salary Schedule	

*Is the district implementing an alternative salary schedule?* No

**Education\***

Each teacher will earn the salary according to their educational degree attainment. The average increase for each additional degree is \$2,900. Advanced degrees include: Master's, Master's+30, Ed.S, and Ed.D.

**Other**

**N/A**

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