

## Knox County Schools

### 2018-19 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>	<ul style="list-style-type: none"> <li>KCS will offer a signing bonus in the hard to staff subject areas of World Languages, Advanced Mathematics, Chemistry, Physics, and student support areas of Special Education, and English as a Second Language.</li> <li>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 who are pursuing course work to become certified to teach in these areas.</li> <li>Extend work agreements from 200 days to 216 days for Priority and Cusp School Teachers.</li> <li>Paul E. Kelley Volunteer Academy teachers work agreement 221 days</li> <li>work agreements.</li> </ul> <p><b>Priority Areas: K-4</b> (ESL/ELL, Special Education), <b>5-8</b> (Reading/ELA, ESL/ELL, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, Special Education)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>The \$5,000 is given in November and February. Teachers, who leave before the end of the school year, must repay \$3,500.00 to the district. If they leave before the end of year two, they owe \$2,500.00 or before the end of year three, they must repay \$1,500.</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> Signing Bonus (120) X 5,000</p> <p>Tuition Reimbursement (40) x 2,400</p> <p>Extend work days Priority/Cusp schools (290) x 3,976</p> <p>Paul E. Kelley work agreement (8) x 5,219</p>
<b>Reach</b>	458
<b>Estimated Cost</b>	\$2,054,902
Instructional Roles or Responsibilities	
<b>Description</b>	<p>(Numeracy, Literacy, Science, Social Studies, RTI, Gifted Talented, SPED Mentor, and T-Pack Coaches)</p> <p><b>The K-12 Social Studies Instructional Coach</b> will be able to provide model lessons for teachers and work with schools to develop pedagogy and content knowledge around social studies instruction. This assignment will work in a variety of elementary and secondary schools to support social studies instruction by sharing content knowledge, working with data, and</p>

developing resources in a collaborative process.

**The Numeracy Coach's** primary focus is to positively impact student achievement by supporting learning-focused classroom instruction and the consistent implementation of Knox County School's mathematics curriculum.

**The TPaCK Trainer/Coach** will facilitate purposeful integration of technology tools into curriculum and classroom instruction. This role will support and coach classroom teachers to develop technological, pedagogical, and content knowledge (TPaCK) competencies. TPaCK trainers will participate in the PLC process to assist in the development of unit and lesson plans that optimize student learning in blended and 1:1 technology environments.

The ideal candidate will have expertise in both constructivist and connectivist learning theories, with a clear vision of transforming classroom practice to enable differentiation which addresses all student learning styles and preferences. The TPaCK Trainer/Coach will assist in the development of protocols to promote technology integration for the customized learning and success planning (CLASP) process. This position will report to the school principal and work in collaboration with the Director of Educational Technology and Library Services.

**Number of Unique Roles: 3**

<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores at above expectations or significantly above expectations.
<b>Compensation Type and Size</b>	Coach Base salary compensation (138) X 60,500 Master teachers (19) x 59,000 Lead teachers (336) x 2500 Portfolio Assessment Specialist (78) x 1,250
<b>Reach</b>	571
<b>Estimated Cost</b>	\$7,098,074
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<b>Is the district implementing an alternative salary schedule?</b> No	
<b>Education*</b>	
Bachelor, Master, MS +30, EdS, Doctor	
<b>Other</b>	
N/A	

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