

Lenoir City Schools

2018-19 Differentiated Pay Plan

| | |
|-----------------------------|-------------------------------------|
| Hard-to-Staff | <input 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) | |
|--|--|
| N/A | |
| Instructional Roles or Responsibilities | |
| Description | <p>Learning Leaders: Serve as coaches for new teachers or for teachers who are below the acceptable range in teacher evaluation and provide professional development.</p> <p>Literacy Specialists: Support and coach classroom teachers</p> <p>Personalized Learning Facilitators: Support and coach classroom teachers and provide professional development in utilizing technology for instruction.</p> <p>Guidance Facilitator-Coordinate guidance activities</p> <p>Number of Unique Roles: 4</p> |
| Eligibility Criteria | <p>Level of Overall Effectiveness (LOE), Certified in content/grade area</p> <p>Years of experience</p> <p>Learning Leaders: 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 position.</p> |
| Compensation Type and Size | <p>Learning Leaders (4) x \$1,500</p> <p>Literacy Specialist (2) x 1/10th of the teachers' degree and step on the salary schedule</p> <p>Personalized Learning Facilitator (2) x 1/10th of the teachers' degree and step on the salary schedule</p> <p>Guidance Facilitator (1) x 1/1</p> |
| Reach | 9 |
| Estimated Cost | \$42,005 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| Is the district implementing an alternative salary schedule? No | |
| Education* | |
| <p>Participating in advanced degree lanes for Ed.S. or Ed.D. degrees will be limited to degrees in the teacher's content area or in the area of curriculum & instruction supervision. Teachers may request a review by a teacher-led committee to determine if the degree meets the guidelines of the differentiated pay plan. If approved, the teacher will be placed in the appropriate salary lane upon completion of the degree, provided appropriate licensure is obtained and documentation is provided to the Central Office.</p> | |
| Other | |
| <p>Teachers who attain National Board Certification will receive a one time bonus of \$1,000.</p> <p>Teachers who reach initial tenure status will be eligible to receive a one-time bonus (\$1,000)</p> | |

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