

Knox County 2022-23 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)	
Description	<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>Priority Areas: K-4 (Reading/ELA, ESL/ELL, School Psychology, Special Education), 5-8 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education)</p>
Eligibility Criteria	<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>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: \$5,000 and \$7,500 for SPED</p>
Reach	175
Estimated Cost	\$560,000

Instructional Roles or Responsibilities	
Description	<p>Instructional Coaches (Numeracy, Literacy, Science, Social Studies, RTI, Gifted Talented, and T-Pack Coaches) All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores above expectations or significantly above expectations.</p> <p>Special Education Mentor Coaches All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores above expectations or significantly above expectations.</p> <p>Priority School Principals Principals appointed to Vine Middle, Sarah Moore Greene Elementary, Green Magnet Elementary, and Lonsdale Elementary will receive additional compensation for service in a priority school.</p> <p>Lead Teachers All appropriately professionally licensed teachers may pursue these positions. Teachers selected will have performance scores above expectations or significantly above expectations.</p> <p>Portfolio Assessment Specialist All appropriately professionally licensed teachers may pursue these positions when they teach in a subject area or grade level using the Tennessee Alternative Growth Measurement Portfolio Process.</p> <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Attendance minimum (i.e., miss no more than 12 days) Eligibility criteria listed in details above.</p>
Compensation Type and Size	<p>Instructional Coaches receive a supplement ranging from \$1,375 to \$6,875 depending on the years of leadership experience along with additional contract days.</p> <p>Special Education Mentor Coaches a supplement ranging from \$1,375 to \$6,875 depending on the years of leadership experience along with additional contract days.</p>

	Priority School Principals receive a \$7,500 supplement annually. Lead Teacher receive a \$2,500 supplement annually. Portfolio Assessment Specialist receive \$1,250 stipend.
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Reach	491
Estimated Cost	\$9,331,800

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Traditional lanes and steps based on degrees and experience: BA, MA, MA+30, EDS, EDD

Other

Priority School Principals
 Principals appointed to Vine Middle,
 Sarah Moore Greene Elementary, Green
 Magnet Elementary, and Lonsdale
 Elementary will receive additional
 compensation for service in a priority
 school.