

# Roane County

## 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

### Instructional Roles or Responsibilities

<b>Description</b>	<p>Teachers can receive up to 10 points by taking on additional responsibilities or an additional instructional role.</p> <p>Examples of additional responsibilities or additional instructional roles:</p> <ul style="list-style-type: none"> <li>-Data Team Leader: Lead/Facilitate data team meetings</li> <li>-Grade Level Leader: Lead PLC work and monitor instruction</li> <li>-RTIB Leader: Lead work around SWPBS ; school-wide positive behavior supports</li> <li>-Technology Leader: Lead teachers in area of effectively utilizing technology daily in the classroom</li> <li>-Content Leader: Lead teacher in implementing curriculum, lead PLC's</li> <li>-School testing coordinator: Assist admin/teachers in coordinating required assessments</li> <li>-Mentor: Support new teachers or other personnel</li> <li>-Staff Development Provider: Lead professional development for teachers/other personnel</li> <li>-Committee Chair: Lead committees to provide instructional support</li> <li>-Remediation Specialist: Lead/Facilitate remedial instruction to reduce achievement gaps</li> <li>-Virtual School Head: Lead teachers and provide supervision and oversight for virtual learning program</li> </ul> <p><b>Number of Unique Roles:</b> 5 or more</p>
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<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE)
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<b>Compensation Type and Size</b>	<p>Teachers earn points per each criterion: 1 point = \$30 max of 10 points or max of \$300</p> <p>Leadership roles = 3 points</p> <p>Committee/Team Member roles = 2 points</p> <p>Teachers can also receive additional compensation for other areas of instructional leadership as approved by the Director or designee</p>
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<b>Reach</b>	500
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<b>Estimated Cost</b>	\$150,000
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### Performance

N/A

### Alternative Salary Schedule

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

**Education\***

Higher pay is scheduled into the salary schedule for advanced degrees.

**Other**

Annual \$4,000 stipend to those whom have achieved National Board Certification.