



2023-24 Differentiated Pay Plan Submission

District Name KINGSPORT--822

Hard-to-Staff Schools, Subjects, and/or Grades

Is your district implementing a Hard-to-Staff component for the 2023-24 school year? Yes

Hard-to-Staff Priority Areas
K-5 = Math, Special Education
6-8 = Math, Science, Fine Arts, Special Education
9-12 = Math, Science, Special Education

Describe any additional hard-to-staff areas that were not listed above. Speech Language Pathology

Describe the eligibility criteria for Hard-to-Staff component: Certified in content/grade area

Who is eligible for your Hard-to-Staff component? Current teachers
New hires

What types of Hard-to-Staff bonuses are available? Signing/Recruitment
Retention

What is the amount of the compensation per Hard-to-Staff role? \$5,000

Estimate the number of teachers who will receive Hard-to-Staff compensation in 2023-24: 1

Estimate the total district cost of the Hard-to-Staff component: \$5,000.00

Instructional Roles and Responsibilities

Is your district implementing instructional roles and/or responsibilities for the 2023-24 school year?

Yes

How many unique instructional roles will be implemented for the 2023-24 school year?

5 or more

Description of Instructional Roles and Responsibilities

These roles include leadership responsibilities for teacher leaders and other aspiring leaders, teacher mentors, content development, fidelity monitoring responsibilities and other similar roles.

Describe the eligibility criteria for the Instructional Roles and Responsibilities component:

Level of overall effectiveness (LOE)
Individual TVAAS
Certified in content/grade area
Attendance minimum (i.e., miss no more than 12 days)
Years of experience
Advanced degrees

Provide any additional details about eligibility criteria for the Instructional Roles and Responsibilities component:

The district generally considers knowledge, proficiency and performance in the desired area as well as demonstrated leadership among peers.

What is the amount of the compensation per instructional role?

\$460

Estimate the number of teachers that will receive compensation for instructional roles in 2023-24:

260

Estimate total district cost of the Instructional Roles and Responsibilities component:

\$120,000.00

Performance

Is your district implementing a performance based bonus for the 2023-24 school year?

No

Alternative Salary Schedule

Is your district implementing an alternative salary schedule?

No

2023-24 Salary Schedule

Describe how educators are compensated for earning advanced degrees in your district:

Educators are assigned a lane which compensates for their degree.

