

Loudon County

2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	The district will offer a signing bonus and retention bonus in areas deemed hard-to-staff by the Director of Schools. The district deemed Chemistry hard to staff in the 21-22 school year. Priority Areas: 9-12 (Science)
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area This award will be available to new teachers to the district and teachers currently holding hard-to-staff positions scoring a 3 or higher on the TEAM evaluation composite score will receive the \$2,000 bonus. The district has seen Chemistry, Physics, Foreign language and Secondary Math as hard to staff areas in the past depending on the year. The district currently employs 10 secondary Math teachers, 3 Chemistry teachers, 3 foreign language teachers and 1 Physics teacher. Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: The award will be given as a two-part bonus. \$3,000 at the time of signing and an additional \$2,000 at the end of the first and second school year when evidence of a TEAM evaluation composite score of 3 or higher is attained. Teachers currently holding hard-to-staff positions scoring a 3 or higher on the TEAM evaluation composite score will also receive the \$2,000 bonus
Reach	3
Estimated Cost	\$9,000

Instructional Roles or Responsibilities	
Description	The district will strengthen its instructional coaching by providing a bonus to teachers in this role. These roles are filled through a selection and interview process of highly effective teachers. Instructional coaches provide instructional support within the classroom for teachers and facilitate professional development at the district level. Teacher leaders will mentor teachers within their school building identified by administration. They will also facilitate professional development within their building and model best instructional practices. Aspiring administrators will assume extra leadership responsibilities

within their building and provide additional support to teachers with guidance from administration.

Number of Unique Roles: 3

Eligibility Criteria	Level of overall effectiveness (LOE) These roles are filled through a selection and interview process of highly effective teachers.
Compensation Type and Size	Instructional Coach (2) x \$4,000 = \$8,000 Teacher leader (20) x \$1,000 = \$20,0000 Aspiring Administrator (10) x \$1,000 = \$10,000
Reach	32
Estimated Cost	\$38,000

Performance

Description	The district will strengthen its instructional coaching by providing a bonus to teachers in this role. Any instructional coach receiving a 5 on their TEAM composite evaluation score would receive the additional stipend
Eligibility Criteria	Eligible Teachers: Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE)
Compensation Type and Size	LOE 5 x \$2,000
Reach	2
Estimated Cost	\$4,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

- BS
- MS
- MS+30
- EdS
- EDD

Other