

# Cocke 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

**Description** Teacher Leaders will be chosen, one from each school. They are the liaisons to Central Office on district initiatives, lead school level PLC's, help with testing, attendance, data disaggregation, and other duties as assigned to them by the building Principal.

**Number of Unique Roles: 1**

**Eligibility Criteria** Level of overall effectiveness (LOE)  
These teachers should be someone in the building who are trustworthy and have a good relationship with staff members.

**Compensation Type and Size** \$1,000

**Reach** 11

**Estimated Cost** \$11,000

### Performance

N/A

### Alternative Salary Schedule

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

### Education\*

The District will continue to award step increases based on the following levels of education:

1. Bachelors Degree
2. Masters Degree
3. Masters Degree plus 30 semester hours
4. Education Specialist Degree
5. Doctorate

### Other

The District will add a bonus award for staff members who attain certification as a National Certified Board Teacher. Participants for this bonus shall present documentation from the National Certification Board confirming they have met the criteria.