

Lincoln County Schools

2019-20 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>Hard to staff is identified as a position that has 5 or fewer certified applicants and is in one of the accountability courses or subjects or Special Education. Hard to staff will be determined annually by July 1. The award will be a stipend and payout will be based on the educator's LOE. This year, we have multiple SPED openings which could create a hard to staff situation.</p> <p>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)</p>
Eligibility Criteria	<p>There must be no more than 5 qualified applicants for the open position. Employee must be employed with the district at the time of payout. New hires can only receive the hard to staff payout once during their tenure. Hard to staff positions are paid in two payouts. A teacher receives half of the payout the first year and then the second half the following year as long as they are still employed with the district. A teacher must receive a 3, 4, or 5 LOE to receive the payout. A teacher must have an observation score of 4 or 5 to receive the payout.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: The district will budget for 10 positions based on need each year. Possible positions for the 2019-20 year: SPED</p> <ul style="list-style-type: none"> • LOE of 3 = \$2,000 (\$1,000 paid for two consecutive years) • LOE of 4 = \$3,000 (\$1,500 paid for two consecutive years) • LOE of 5 = \$4,000 (\$2,000 paid for two consecutive years)
Reach	10
Estimated Cost	\$16,000
Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> • Technology Lead - supports one to one initiative for grades 1-12. • Mentor - works with first, second, and third year teachers to support culture and climate acclimation as well as support instructional best practice. • K-2 Literacy - supports implementation of ACCESS and LIFT/CKLA Curriculum training • ELA Content/PD Lead - works with district supervisors and administrators to develop and present PD based on ACCESS training and Visible Learning training; Lead PLC work at schools and DFA implementation and data review. • Math Content/PD Lead - works with district supervisors and administrators to develop and present PD based on ACCESS training and Visible Learning training; Lead PLC work at schools and CFA implementation and data review. <p>Number of Unique Roles: 5 or more</p>

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
Compensation Type and Size	\$1,250
Reach	35
Estimated Cost	\$43,748

Performance

Description	The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. <i>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district will pay all educators the maximum base pay increase of \$954.</i>
Eligibility Criteria	Eligible Teachers: Tested teacher, non-tested teachers, portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	Teachers who receive an LOE of 1 will receive \$318; Teachers who receive an LOE of 2 will receive \$636; Teachers who receive a 3, 4, or 5 will receive \$954.
Reach	300
Estimated Cost	\$286,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria

Criteria: Level of overall effectiveness (LOE)

The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. Teachers who receive an LOE of 1 will receive \$318; Teachers who receive an LOE of 2 will receive \$636; Teachers who receive a 3, 4, or 5 will receive \$954.

Our salary schedule is based on 5 categories and each category has a salary increase. Each category might represent a degree but is not limited to that as the Director of Schools may determine other appropriate designations for teacher placement on salary schedule.

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district will pay all educators the maximum base pay increase of \$954.

Reach: 300

Estimated Cost: \$286,000

Education*

The salary schedule is based on 5 categories which can be identified for, but is not limited to use for advanced degrees.

Other

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*