

Lebanon

2022-23 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| Hard-to-Staff | <input checked="" 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) | |
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| Description | <p>LSSD will give up to a \$1,000 signing bonus to select newly hired teachers who will be teaching in hard-to-staff/specialty areas. One thousand dollars (less applicable taxes) will be paid in the September payroll. If the candidate is enrolled in a university program to obtain a proper endorsement, he/she must complete the program within two years of beginning the program. If this requirement is not met, the teacher will be responsible for reimbursing the district 100% of the bonus amount. The teacher must remain employed with LSSD for a period of no less than two years unless the district determines that it is not in its best interest to employ the teacher.</p> <p>Priority Areas: K-4 (determined by administration), 5-8 (determined by administration)</p> <p>Priority Areas: K-4 (), 5-8 (Math), 9-12 ()</p> |
| Eligibility Criteria | <p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</p> |
| Compensation Type and Size | <p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: Up to \$1,000 signing bonus per role, as needed.</p> |
| Reach | 1 |
| Estimated Cost | \$1,000 |
| Instructional Roles or Responsibilities | |
| Description | <p>Lead mentors, mentors, learning leaders, team/PLC leaders, TIGER/TAP coaches, vertical team leaders, STEM leaders, behavior tier 2 team leaders, and gifted and talented coaches.</p> <p>Number of Unique Roles: 5 or more</p> |
| Eligibility Criteria | <p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Each position is chosen or recommended by the school principal. TIGER/TAP coaches are recommended by the principals and interviewed by the Director of Teaching and Learning to be identified as a Stage 3 Teacher Coach. A teacher would be eligible to be chosen for each of the leadership positions based on proven instructional effectiveness, leadership qualities, work ethic, and respect among</p> |

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| | peers. |
| Compensation Type and Size | Learning Leaders-\$500 Team/PLC Leaders- \$350 Coaches-\$200 Vertical Team Leaders- \$25/mtg. (10 mtgs.) STEM Leaders-\$200 Mentors-\$75 Lead Mentors-\$250 Gifted & Talented Coaches- \$500 (1 coach for K-3 & 1 coach for 4-8) |
| Reach | 190 |
| Estimated Cost | \$75,000 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| <i>Is the district implementing an alternative salary schedule?</i> No | |
| Education* | |
| The district salary schedule is based on traditional experience and degree levels. | |
| Other | |
| \$1,200 annually per teacher | |