

## RICHARD CITY

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	<p>The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teacher if they achieve a LOE score of 3 or greater. The compensation will be given as a bonus. There will be eligibility requirement established in areas such as attendance, certification and other identified areas.</p> <p>* Employee cannot miss more than 5 days (Days not counted toward the initial 5: Dr. appointment with excuse/death of immediate family/loss of property due to fire, weather, etc. or other that has directors approval.</p> <p>*Must be certified to teach all classes assigned (must have proof of working certification).</p> <p>**Must be highly qualified in teaching core classes (must have proof of working on certification).</p> <p>***Payout will be in the following year due to the timing of the data.</p> <p>****Payments will be subject to all applicable state and local taxes.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers School administrators</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) To receive the bonus the employee must be employed full time at the time of payout by Richard Hardy Memorial School unless he/she meets one of the following exceptions: *An individual who retires at the completion of the previous school year will receive</p>
<b>Compensation Type and Size</b>	<p>1. Teacher Effectiveness Score 3= \$300 2. Teacher Effectiveness Score 4= \$400 3. Teacher Effectiveness Score 5= \$500</p>
<b>Reach</b>	20
<b>Estimated Cost</b>	\$9,500
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

The district offers a step schedule with years of experience for advance degrees, which include:  
MS+, EDS, and EDD

**Other**