

LEBANON--951					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	Lead mentors, mentors, learning leaders, team/PLC leaders, coaches, vertical team leaders and STEM leaders.	Level of Overall Effectiveness (LOE)  Individual TVAAS  Certified in content/grade area  Attendance minimum (i.e. miss no more than 12 days)  Each position is chosen by the school Principal. A teacher would be eligible	Lead mentors - \$200  Mentors - \$70  Learning leaders - \$500  Team/PLC leaders - \$350  Coaches - \$200  Vertical Team Leader - \$25/mtg. (10 mtgs.)  STEM leaders - \$200	150	\$62,000

		to be chosen for each of the leadership positions based on proven instructional effectiveness, leadership qualities, work ethic, and respect among peers.			
<b>Education*</b>	Paid based on different step level according to degree.				
<b>Other</b>					

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