

## Lincoln County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

#### Instructional Roles or Responsibilities

<b>Description</b>	<p>Technology Lead - supports one to one initiative for grades 1-12 and virtual learning for students and teachers.</p> <p>Mentor - Works with first, second, third, and fourth year teachers to support culture and climate acclimation as well as support instructional best practice.</p> <p>K-2 Literacy - supports implementation of LIFT/CKLA Curriculum and training</p> <p>ELA Content/PD Lead - supports implementation of CKLA curriculum and training; PLC support</p> <p>Math Content/PD Lead - works with district supervisors and administrators to develop and present PD based on Visible Learning training; PLC support; support virtual learning for students and teachers</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
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<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience</p> <p>Identification is based on the eligibility criteria, not the payout.</p>
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<b>Compensation Type and Size</b>	\$1,250
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<b>Reach</b>	35
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<b>Estimated Cost</b>	\$44,000
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#### Performance

<b>Description</b>	<p>The district will incorporate a salary schedule that uses evaluation criteria to determine basepay increases. Teachers who receive an LOE of 1 or 2 will receive \$318; Teachers who receive an LOE 3, 4, or 5 will receive \$954.</p>
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<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers, non-tested teachers, portfolio teachers</p> <p><b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE)</p>
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<b>Compensation Type and Size</b>	<p>The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. Teachers who receive an LOE of 1 or 2 will receive \$318; Teachers who receive an LOE 3, 4, or 5 will receive \$954.</p>
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<b>Reach</b>	275
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<b>Estimated Cost</b>	\$263,000
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#### 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 or 2 will receive \$318; Teachers who receive an LOE 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.

**Reach:** 275

**Estimated Cost:** \$263,000

#### Education\*

Our salary schedule has five categories that are used to identify advanced degrees ranging from Bachelor's to Doctorate.

#### Other

**Hard to Staff:** 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. 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. Current teachers and new hires are eligible. The district will budget for 10 positions based on need each year. Possible positions for the 2020-21 year: SPED and Math

- 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)

**Administrator Performance Pay:** Administrators receive a base pay increase just like educators. Their payout amount is based on their LOE. 1 and 2 = \$318 3, 4, or 5 = \$954

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