

Lewis County Schools

2020-21 Differentiated Pay Plan

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)	
Description	1) Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements. 2) Provide supplements for speech pathologist based on district need. 3) Supplement for school psychologist based on duties. 4) Provide supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students. 5) Provide supplements for CDC teachers in hard to staff schools. Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (Math, Reading/ELA, ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education)
Eligibility Criteria	Certified in content/grade area; Advanced degrees Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: 1) extra endorsements (3) = \$5,500 2) speech pathologist (1) x \$18,690 3) school psychologist (2) x \$2,895 4) ESL teacher (1) x \$2,000 5) CDC teachers (3) x \$2,000
Reach	15
Estimated Cost	\$37,980
Instructional Roles or Responsibilities	
Description	School level RTI coordinators (4) District RTI coordinator (1) Instructional coaches (2) Instructional coordinator (1) Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area
Compensation Type and Size	School level RTI coordinators (4) \$209,950 District RTI coordinator (1) \$50,035 Instructional coaches (2) \$116,250 Instructional coordinator (1) \$51,678
Reach	8
Estimated Cost	\$427,913
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	

The salary schedule includes lanes for MA, MA+30, EdSp, and Doctorate degrees.

Other

Administrator Pay: Provide supplements for school administrators based on assigned duties.

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