

## Lexington 2022-23 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>The following positions have been difficult to fill for Lexington City: School Psychologist, Speech and Language Teacher, Gifted Teacher, ESL Teacher.</p> <p><b>Priority Areas: K-4</b> (ESL/ELL, School Psychology, Special Education, Gifted), <b>5-8</b> (ESL/ELL, School Psychology, Special Education, Gifted)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>The Speech and Language teacher will be paid a degree above the step and level pay scale. The teacher has a MS and will be paid using the EDS/PHD scale ( approximately \$2,000 increase). The fees for the additional coursework and Praxis exams required to</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Base Pay Increase <b>Bonus Type:</b></p> <p><b>Compensation Amount:</b> The Speech and Language teacher will be paid a degree above the step and level pay scale. The teacher has a MS and will be paid using the EDS/PHD scale ( approximately \$2,000 increase). The fees for the additional coursework and Praxis exams required to be certified as a Gifted and ESL teacher will be compensated (approximately \$3,150).</p>
<b>Reach</b>	2
<b>Estimated Cost</b>	\$5,150
Instructional Roles or Responsibilities	
<b>Description</b>	<p>Academic Coaches - Lexington City will have 2 academic coaches. One academic coach focuses on ELA for PK - 8 and the other focuses on math for PK - 8. Their other instructional roles include mentoring new and lower performing teachers, helping to build relationships and increase effective educator practices, and support educators with data and and meeting the needs of specific populations.</p> <p><b>Number of Unique Roles: 1</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Advanced degrees</p> <p>The academic coaches are seasoned teachers who have been in the classroom for many years. They have a good repour with the teachers and are respected.</p>
<b>Compensation Type and</b>	Academic coaches work 10.5 months and are paid based on their

<b>Size</b>	degree and experience on the step and level pay scale. They get a \$360 stipend to compensate for their cell phone.
<b>Reach</b>	2
<b>Estimated Cost</b>	\$720
<b>Performance</b>	
<b>Description</b>	The Performance Bonus is tied to Individual/Portfolio TVAAS, School Level TVAAS, District Level TVAAS, and Overall Level of Effectiveness Scores. All district and school certified staff are eligible for the Bonus if eligibility criteria is met. To be eligible, a score of 3 or more on the TIGER Summative evaluation must be attained, a 95% instructional day attendance rate must be met, and employment date must be within the first 20 calendar days of the first day of school. The Bonus award varies by participation groups and levels of performance. Bonus awards range from \$100 to \$800.
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) Individual TVAAS or portfolio growth score School-level TVAAS District-level TVAAS</p> <p>Additional Criteria: "2022-23 Lexington City Bonus Qualifiers"</p> <ol style="list-style-type: none"> <li>How do I qualify for the LCSS Bonus? <ol style="list-style-type: none"> <li>You must have a score of 3 or more on the TIGER summative.</li> <li>You must have a 95% instructional day attendance rate. (2022-2023 - 175 instructional days - You may not be absent more than 8.75 days.)</li> <li>You must be employed within the first 20 calendar days of the first day of school.</li> <li>Goals: Individual/Portfolio TVAAS (5 is \$200/ 4 is \$100) School Level TVAAS (5 is \$200/ 4 is \$100) District Level TVAAS (5 is \$200/ 4 is \$100) Level of Effectiveness (5 is \$200/ 4 is \$100)</li> </ol> </li> <li>If I am eligible and meet more than one goal, how will my bonus be calculated? <ol style="list-style-type: none"> <li>Your bonus will be a sum total of all goals met.</li> </ol> </li> <li>How and when will any bonuses be distributed? <ol style="list-style-type: none"> <li>Bonuses will be distributed in a onetime pay-out in the fall, pending the return of data from the TNDOE.</li> </ol> </li> <li>If I choose not to work for the LCSS system next year or if my LCSS contract has not been renewed, will I receive the bonus pay? <ol style="list-style-type: none"> <li>No, if you leave LCSS or if your contract is not renewed, you will not receive a bonus.</li> </ol> </li> <li>Is there a separate bonus for attendance (95% and above) in addition to performance bonus? <ol style="list-style-type: none"> <li>Attendance is a qualifier for any performance bonus payment.</li> </ol> </li> <li>How does attendance play into the Bonus Pay?</li> </ol>

- a. You must be in attendance 95% of the instructional school year days to receive the performance bonus.
- b. The following absences are excused from the 95% attendance qualifier for the performance bonus: military leave, jury duty, FMLA, or off-campus school duties.
- c. Military leave, jury duty, FLMA, or off-campus school duties do not apply to the Attendance Bonus.
- 7. Bonuses are pending program funding and are reviewed yearly.

<b>Compensation Type and Size</b>	\$100 to \$800
<b>Reach</b>	40
<b>Estimated Cost</b>	\$25,000
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
Educators are compensated for earning advanced degrees based on years of experience and level of degree (BS, MS, and EDS/PHD)	
<b>Other</b>	