

## Lebanon

### 2023-24 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) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Description</b>                            | <p>LSSD will give up to a \$1,000 signing bonus to select newly hired teachers who will be teaching in hard-to-staff/specialty areas. One thousand dollars (less applicable taxes) will be paid in the September payroll. If the candidate is enrolled in a university program to obtain a proper endorsement, he/she must complete the program within two years of beginning the program. If this requirement is not met, the teacher will be responsible for reimbursing the district 100% of the bonus amount. The teacher must remain employed with LSSD for a period of no less than two years unless the district determines that it is not in its best interest to employ the teacher.</p> <p>Priority Areas: K-4 (determined by administration), 5-8 (determined by administration)</p> <p><b>Priority Areas: K-4 (), 5-8 (Math), 9-12 ()</b></p> |
| <b>Eligibility Criteria</b>                   | <p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Compensation Type and Size</b>             | <p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> Up to \$1,000 signing bonus per role, as needed.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Reach</b>                                  | 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Estimated Cost</b>                         | \$1,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Instructional Roles or Responsibilities       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Description</b>                            | <p>Lead mentors, mentors, learning leaders, team/PLC leaders, coaches, vertical team leaders, behavioral team leaders, STEM leaders, district gifted leader, accelerated instruction teachers, and district counselor support. <b>Number of Unique Roles:</b> 5 or more</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Eligibility Criteria</b>                   | <p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Leadership positions are chosen or recommended by the school principal and/or central office directors. TIGER/TAP coaches are recommended by the Director of Teaching and Learning to be identified as a Stage 3 teacher coach. A teacher would be eligible to be chosen for each of the leadership positions based on proven instructional effectiveness, leadership qualities, work ethic, and respect among</p>                                                                                                                                                                                                                                   |

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|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                    | peers.                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Compensation Type and Size</b>                                                  | Learning Leader- \$500<br>Team/PLC Leader-\$350<br>Coach/Mentor- \$200<br>Lead Mentor- \$350<br>STEM Leader- \$200<br>Gifted Support- \$500<br>Accelerated Instruction- \$2,500<br>District Counselor Support- \$2,500<br>Vertical/RTI2 Team Members- \$300 (30 per meeting with a limit of 10 meetings)<br>School-based Technology leader- \$250<br>School-based Website leader- \$250 |
| <b>Reach</b>                                                                       | 200                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Estimated Cost</b>                                                              | \$110,000                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Performance</b>                                                                 |                                                                                                                                                                                                                                                                                                                                                                                         |
| N/A                                                                                |                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Alternative Salary Schedule</b>                                                 |                                                                                                                                                                                                                                                                                                                                                                                         |
| <i>Is the district implementing an alternative salary schedule?</i> No             |                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Education*</b>                                                                  |                                                                                                                                                                                                                                                                                                                                                                                         |
| The district salary schedule is based on traditional experience and degree levels. |                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Other</b>                                                                       |                                                                                                                                                                                                                                                                                                                                                                                         |
| \$1,200 annually per teacher                                                       |                                                                                                                                                                                                                                                                                                                                                                                         |