

2015-16 Lincoln County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>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 (examples: EOC, middle school math, middle school science, etc.), special education, or foreign languages. Hard to staff positions will be determined annually by July 1. (See page 6 of attached document.)</i></p>	<p><i>The award will be a stipend.</i></p>	<p><i>Our model states we will budget a maximum of ten (10) annually. (See page 13 in the attached document.)</i></p>	<p><i>District projects up to \$20,000 in a year.</i></p>	<p><i>Less than 1%</i></p>
Performance	<p><i>The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. (See pages 3-5 in the attached document.)</i></p>	<p><i>Teachers who receive a three (3) will receive a base pay increase of \$306, four (4) - \$612, five (5) - \$918.</i></p>	<p><i>Nearly 80% of our teachers opted-in and are eligible. All new teachers are automatically in our model.</i></p>	<p><i>District has projected \$500,084.</i></p>	<p><i>54% of projected budget</i></p>
Additional Instructional Roles or Responsibilities	<p><i>Lead Teachers were chosen from applicants having a TEAM Score of three (3), four (4) or five (5). They serve as professional development facilitators and assist their</i></p>	<p><i>Lead Teachers will receive \$4,000.</i></p>	<p><i>Only 30 positions will be funded annually for the district.</i></p>	<p><i>Each teacher will earn \$4,000. Total cost projected is \$120,000.</i></p>	<p><i>~</i></p>

	<i>principal in other assigned ways.</i>				
Education	<i>Teachers who opted-in will take their current base pay (See page 1 of the attached document) and convert to the new pay scale (See pages 4-5 of the attached document). State law requires that base pay can never go down.</i>	<i>As noted above, base pay increases with a TEAM Score of three (3), four (4), or five (5). The model does allow for any teacher who started a degree as of December 20, 2013, and completes the program of study within three years will be able to have this degree recognized for compensation by moving to another lane.</i>	<i>From the number of teachers that contacted us about this, we don't anticipate many completing this requirement.</i>	<i>This grandfather clause will remain in place for the time allowed. We have no way of knowing the number who will complete this.</i>	~
Experience	<i>The district will no longer recognize experience as a means of increasing base pay.</i>	<i>As already stated, a teacher increases base pay by receiving a TEAM Score of three (3), four (4), or five (5).</i>	<i>Only teachers who opted-out on December 20, 2013 will remain on the old pay scale (See page 8 in the attached document.) and will receive compensation for years of experience through 20 years. This was less than 10% of our current teachers who opted-out.</i>	<i>Less than 10% of our teachers opted-out. Several will have retired this summer.</i>	
Other	<i>The district offers professional development for teacher who opted-in to our model. (See page 7 in the attached document.)</i>	<i>If a teacher completes the assigned professional development and receives a TEAM Score of three (3), he or she receives \$500, a four (4) - \$1,000, a five (5) - \$1,500.</i>	<i>Only teachers who complete the assigned professional development will be eligible [and receive a three (3), four (4), or five (5)]. 185 teachers signed up for a professional development contract.</i>	<i>If all 185 received a five (5) the maximum payout would be \$277,500.</i>	<i>Roughly 60%</i>