

Lexington City					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)					
Performance	<p>Since 2011-12, Lexington City has incorporated a salary schedule that uses evaluation criteria to determine base pay changes. The plan also includes a bonus component that is tied to individual, team, school, & district measures (TVAAS scores and AMO Targets).</p> <p>Starting in 2015-16 current teachers had the option to choose one of two base pay determination tracks: (1) the salary schedule that uses evaluation to</p>	Teachers who choose STRIVE: Teachers who receive a Summative Evaluation Score of 3 will receive a base pay increase of 1%. Teachers with a score <3 will not receive a base pay increase. Base salary increases range from 1% -3%, & increase incrementally as an educator's Summative Evaluation score improve	All current principals, assistant principals, & certified instructional staff – in tested & non-tested assignments- are eligible. Teachers new to LCSS are eligible for STRIVE after three consecutive years of EES scores of at least a 4.	<p>For the 2011-12 school year, Lexington City paid a total of \$79,734 (\$58,484 for base pay increases; \$21,250 in bonus awards).</p> <p>For the 2012-13 school year, \$76,525 was paid (\$49,775, for base</p>	<p>STRIVE base payouts will form close to 20% of salary costs increases.</p> <p>100% of bonus payouts will be based on performance.</p>

	<p>determine base pay changes track (STRIVE) or (2) a revised step and level salary schedule based on years of experience and education. A teacher may opt out of STRIVE at the end of any school year. In order to move from step and level to STRIVE, a teacher must have scored at least a 4 on their Educator Effectiveness Score for three consecutive years.</p> <p>Teachers new to LCSS are placed on the 2016-17 step and level salary schedule. In order to move from step and level to STRIVE, a teacher must have scored at least a 4 on their Educator Effectiveness Score for three consecutive years.</p> <p>All teachers will be eligible for the bonus. A full description of the schedule is attached in the addendum.</p>	<p>beyond the level 3. Base pay increases could range from approximately \$375 to \$1693.</p> <p>The bonus award varies by participation group & level of performance. Bonus awards range from \$100-\$1900.</p> <p>A full description of the bonus model is attached in the addendum.</p>	<p>A copy of the complete eligibility rules is attached.</p> <p>Based on the performance criteria of 2011-12, 74% of eligible staff received a base pay increase and 47% received a bonus award paid in 2012-13.</p> <p>Based on the performance criteria of 2012-13, 76% of eligible staff received a base pay increase & 51% received a bonus award paid in 2013-14.</p> <p>Based on the performance criteria of 2013-14, 80% of eligible staff received a base pay increase and 59% received a bonus award paid in 2014-15.</p> <p>Based on the 2014-15 performance criteria, 23% of eligible staff received a base pay increase through STRIVE in 2015-16. All other staff selected the step</p>	<p>pay increases; \$26,750 for bonus awards).</p> <p>For the 2013-14 school year, a total of \$76,276 was paid (\$59,226 for base pay increases; \$17,050 for bonus awards).</p> <p>LCSS anticipated that with the implementation of a two-track salary system STRIVE base payouts would decrease, but bonus payouts would be stable if not increased. However in 14-15 our TVAAS scores were poor which affected the bonus payouts. For the 2014-15 school year, a total of \$25,551 was paid (\$17,051 for base pay increases; \$8,500 for bonus awards).</p>	
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Additional Instructional	In 2016-17 Teacher Leaders will be compensated for mentoring new teachers and supporting other	Teacher Leaders will be paid \$2000 annually for their duties. For this	Level 4 or 5 teachers are eligible to apply to be Teacher Leaders. With	Cost for the Teacher Leaders is expected to be a	Mentoring payouts will be about 4% of the

Roles or Responsibilities	teachers with specific needs. Teacher Leaders will be Level 4 or 5 teachers who must apply, be interviewed, and submit a writing sample. They will be assigned a grade span of teachers to support. Teacher Leaders will collaborate with the Director of Teaching & Learning, academic coaches, and principals on the specific teachers' needs.	stipend/bonus to be received in the 2017 May paycheck, all requirements must be met by May 8, 2017. No partial payments will be made.	the implementation of the PK-K Portfolios and an expectation of 5 new teachers, we anticipate a need for a minimum of 3 Teacher Leaders.	minimum of \$6000 (based on 3 Teacher Leaders).	salary cost increases.
Education & Experience	<p>Teachers new to LCSS or those who choose the 2016-17 step and level salary schedule for their base pay track will be paid based on years of experience and level of education. Teachers who have the option to choose will remain on this track for three years. Teachers new to LCSS will have the option to choose tracks after their third year of service and three consecutive years of at least a 4 on their Educator Effectiveness Score. STRIVE is not based on the educator's years of experience or degree status.</p> <p>All teachers will be eligible for the bonus component that is tied to individual, team, school, and district measures (TVAAS scores and AMO Targets).</p>	<p>Teachers who are on the Step & Level track: Teachers will refer to the 2016-17 step and level pay scale to receive a base pay determined by their years of experience and level of education. Base pay increases will range from approximately \$27 to \$1452.</p> <p>The bonus award varies by participation group & level of performance. Bonus awards range from \$100-\$1900.</p>	<p>All principals, assistant principals, & certified instructional staff – in tested & non-tested assignments- are eligible for a Bonus.</p> <p>All teachers who choose the step and level track will receive a base pay increase yearly.</p>	Cost for both compensation tracks will be comparable to the STRIVE pay outs in previous years.	<p>Step and level payouts will form close to 80% of salary costs increases.</p> <p>100% of bonus payouts will be based on performance.</p>

	Compensation for advanced degree will follow the step and level track only.				
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*