

LEWIS COUNTY--510					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<p>In our rural, low income area, we find it difficult to recruit and maintain teachers in many areas including, but not limited to math, ELA, ESL and special education. Also, several specialized areas such as guidance and speech are very difficult to fill.</p> <p>Additionally the following positions are considered HTS:</p> <p>Middle School Music</p> <p>High School Music</p> <p>CTE 12th month. Must work during the summer months.</p>	<p>Certified in content/grade area</p> <p>1). Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements.</p> <p>2). Provide retention supplements for Speech Pathologist based on district need.</p> <p>3). Provide retention supplements for school administrators based on duties assigned to them.</p> <p>4). Retention Supplement for school Psychologist based on duties.</p> <p>5). Provide retention supplement for ESL teacher. Teacher must be</p>	<p>Base Pay Increase</p> <p>Compensation varies across the roles. The figures below are estimates based on projected needs.</p> <p>1). \$8,000</p> <p>2). \$18,690</p> <p>3). \$42,236</p> <p>4). \$9,000</p> <p>5). \$2,000</p> <p>6). \$4,000</p> <p>7). \$7,500</p> <p>Middle School Music: \$4,550</p> <p>High School Music: \$7,100</p> <p>CTE 12<sup>th</sup> month: \$5,825</p>	23	\$93,334

		<p>certified and meet regularly with ESL students.</p> <p>6). Provide retention supplements for CDC teachers in hard to staff schools.</p> <p>7) Provide retention supplement for guidance based on duties assigned to them</p>			
<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	1). Elementary technology assistant who is skilled in basic computer operations.	Certified in content/grade area	1). \$2,500	1	\$2,500
<b>Education*</b>	Based on state salary schedule.				
<b>Other</b>					

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