

Gibson County Special District 2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

Description	<p>i. Lead Technology Teachers - They will be assisting other teachers with minor hardware and software issues. Criteria: All certified teachers that receive a LOE Score of 3, 4, or 5 are eligible. Stipends will depend on the size of school and will range from \$300 to \$1,600 per position. We estimate 17 in this role.</p> <p>ii. Lead Teachers - They will be assisting the principal in handling duties during their absence as well as helping with scheduling and other administrative duties. Criteria: All certified teachers that receive a LOE score of 4 or 5 are eligible. Stipends will depend on the size of school and will range from \$300 to \$1,000 per position. We estimate 4 in this role.</p>
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Number of Unique Roles: 2

Eligibility Criteria	<p>Level of Overall Effectiveness (LOE)</p> <p>i. Lead Technology Teachers - All certified teachers that receive a LOE Score of 3, 4, or 5 are eligible.</p> <p>ii. Lead Teachers - All certified teachers that receive a LOE score of 4 or 5 are eligible</p>
Compensation Type and Size	<p>i. Lead Technology Teachers - Stipends will depend on the size of school and will range from \$300 to \$1,600 per position.</p> <p>ii. Lead Teachers - Stipends will depend on the size of school and will range from \$300 to \$1,000 per position.</p>
Reach	17
Estimated Cost	\$16,000

Performance

Description	<p>Annual base pay increases determined using Level of Overall Effectiveness (LOE)</p> <p>All teachers that receive a Level of Overall Effectiveness (LOE) score of a 3, 4, or 5 will move down one step on the salary schedule. The teachers that receive a LOE score of 1 or 2 will stay at their current step.</p> <p>Teachers will be awarded a performance based bonus that receive a Level of Overall Effectiveness Score (LOE) of 4 or 5. Teachers with a LOE score of 4 would receive \$300 each. Teachers with a LOE score of 5 would receive \$600 each.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers</p> <p>Eligibility Criteria: Level of Overall Effectiveness (LOE)</p> <p>All certified teachers are eligible for the base pay increase that receive an LOE of 3, 4, or 5.</p>

	All certified teachers are eligible for the bonus compensation that receive a LOE Score 4 or 5.
Compensation Type and Size	Base Pay Increase: Teachers with an LOE score of 3, 4, or 5 will move down one step on the salary schedule. Performance Bonus: Teachers with a LOE score of 4 would receive \$300 each. Teachers with a LOE score of 5 would receive \$600 each.
Reach	210
Estimated Cost	\$220,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Annual base pay increases determined using evaluation criteria

Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Education*

For those hired prior to July 1, 2014 the educators remain on the Grandfathered Salary Schedule and can receive the advanced degree compensation if the degree obtained will impact achievement in a positive way.

For new employees hired after 7/1/2014 the district has an Alternative Salary Schedule composed of 3 lanes. A Bachelors, Masters, EDS/Doctorate. Each advance degree receives an additional \$2,600 per degree level above the Bachelors degree lane. In order to receive the degree advancement, it must be a degree that will impact achievement in a positive way. That could include additional degrees in their content area or in curriculum and instruction.

Masters: \$2,600

EDS/Doctorate: \$5,200

Other

N/A

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