

## Lewis County Schools

### 2018-19 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>	<ul style="list-style-type: none"> <li>Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements.</li> <li>Provide supplements for speech pathologist based on district need.</li> <li>Supplement for school psychologist based on duties.</li> <li>Provide supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students.</li> <li>Provide supplements for CDC teachers in hard to staff schools.</li> </ul> <p><b>Priority Areas:</b>  <b>K-4</b> (ESL/ELL, School Psychology, Special Education), <b>5-8</b> (Math, Reading/ELA, ESL/ELL, School Psychology, Special Education), <b>9-12</b> (Math, Science, Reading/ELA, ESL/ELL, School Psychology, Special Education)</p>
<b>Eligibility Criteria</b>	Certified in content/grade area, Advanced degrees Employees meeting the above criteria may be eligible. Current teachers & New hires
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b>            Extra endorsements (7) x \$708            Speech pathologist (1) x \$18,690            School psychologist (2) x \$2,895            ESL teacher (1) x \$2,000            CDC teachers (2) x \$2,000</p>
<b>Reach</b>	12
<b>Estimated Cost</b>	\$35,436
Instructional Roles or Responsibilities	
<b>Description</b>	School level RTI coordinators (4) District RTI coordinator (1) Instructional coaches (2) Instructional coordinator (1) <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area
<b>Compensation Type and Size</b>	School level RTI coordinators (4) \$200,251 District RTI coordinator (1) \$50,052 Instructional coaches (2) \$108,857 Instructional coordinator (1) \$47,871
<b>Reach</b>	8
<b>Estimated Cost</b>	\$407,031
Performance	
N/A	

**Alternative Salary Schedule**

***Is the district implementing an alternative salary schedule?*** No

**Education\***

MA, MA+30, EdSp, Doctorate

**Other**

Provide supplements for school administrators based on assigned duties. School administration (6) x variable - total compensation = \$32,549

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