

## Lewis County Schools

### 2019-20 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>	<ol style="list-style-type: none"> <li>1) Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements.</li> <li>2) Provide supplements for speech pathologist based on district need.</li> <li>3) Provide supplements for school administrators based on assigned duties.</li> <li>4) Supplement for school psychologist based on duties.</li> <li>5) Provide supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students.</li> <li>6) Provide supplements for CDC teachers in hard to staff schools.</li> </ol> <p><b>Priority Areas: 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>	<p>Certified in content/grade area; Advanced degrees</p> <p>Employees meeting the above criteria may be eligible.</p> <p>Current teachers and new hires are eligible.</p>
<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></p> <ol style="list-style-type: none"> <li>1) extra endorsements (7) x \$657</li> <li>2) speech pathologist (1) x \$18,690</li> <li>3) school administration (6) x variable - total compensation = \$40,833</li> <li>4) school psychologist (2) x \$2,895</li> <li>5) ESL teacher (1) x \$2,000</li> <li>1) 6) CDC teachers (3) x \$2,000</li> </ol>
<b>Reach</b>	20
<b>Estimated Cost</b>	\$77,912
Instructional Roles or Responsibilities	
<b>Description</b>	<p>School level RTI coordinators (4); District RTI coordinator (1); Instructional coaches (2); Instructional coordinator (1)</p> <p><b>Number of Unique Roles: 4</b></p>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area
<b>Compensation Type and Size</b>	<ul style="list-style-type: none"> <li>• School level RTI coordinators (4) \$209,950</li> <li>• District RTI coordinator (1) \$50,035</li> <li>• Instructional coaches (2) \$116,250</li> <li>• Instructional coordinator (1) \$51,678</li> </ul>
<b>Reach</b>	8
<b>Estimated Cost</b>	\$427,913
Performance	
N/A	

**Alternative Salary Schedule**

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

**Education\***

BA, MA, MA+30, EdSp, and Doctorate degrees are compensated.

**Other**

**N/A**

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