

Richard City Schools

2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	<p>Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to provide a performance bonus to all educators who did not miss more than 5 days as outlined in the attendance policy below.</p> <p>The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teacher if they do not miss more than 5 days as outlined below. The compensation will be given as a bonus.</p> <p>There will be eligibility requirements established in areas such as attendance, certification and other identified areas.</p> <ul style="list-style-type: none"> • Employee cannot miss more than 5 days (Days not counted toward the initial 5: Dr. Appointment with excuse/death of immediate family/loss of property ex. due to fire or other that has directors' prior approval) • Must be certified to teach all classes assigned (must have proof of working certification) • Must be highly qualified in teaching core classes (must have proof of working on certification) • Payout will be in the following year due to the timing of the data. • Payments will be subject to all applicable state and local taxes. <p>The 2019-20 salary schedule will serve as the base for the certified teachers and administrator pay.</p>
Eligibility Criteria	<p>Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers</p> <p>Eligibility Criteria: Other: All full time certified teachers will be eligible for the performance bonus based on the individual's attendance.</p> <p>To receive the bonus the employee must be employed full time at the time of payout by Richard Hardy Memorial Schools unless he/she meets one of the following exceptions:</p> <p>A. An individual who retires at the completion of the previous school year will receive the bonus earned (individuals who retire prior to the end of the school year will not receive the bonus).</p>

- B. An individual who passes away before the payout will have the bonus earned paid to his/her estate.
- C. An individual who is discharged at the end of the year due to lack of placement available/employment transfer to another system will still receive payment in November.

Compensation Type and Size	The compensation will be given as a bonus: \$500
Reach	23
Estimated Cost	\$11,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our district offers step/lane schedule with years of experience for advanced degrees. Advanced degrees include: MS+, EDS, and EDD.

Other

N/A

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