

Johnson County Schools

2020-21 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	1 - #4 Teacher Leaders to score Pre-K - 1st grade Portfolios 2 - #10 New first year teacher PLC 3 - #7 School level Technology coaches 4 - #26 Teacher leaders to serve as mentors to first & second year teachers
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Number of Unique Roles: 4

Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
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Compensation Type and Size	1 = \$750 one time stipend 2 = \$500 one time stipend 3 = \$800 one time stipend 4 = \$200 one time stipend
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Reach	47
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Estimated Cost	\$18,800
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Performance

Description	Annual base pay increase determined using Level of Overall Effectiveness (LOE). Teachers may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance. Each lane is an increase of \$257. There are 90 steps to the pay schedule.
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Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE)
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Compensation Type and Size	TEAM LOE level 5 = 3 steps (\$773) TEAM LOE level 4 = 2 steps (\$515) TEAM LOE level 1 = 1 step (\$257)
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Reach	150
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Estimated Cost	\$7,331,918
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Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: 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)

Criteria: Level of overall effectiveness (LOE)

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

- 1st advanced degree = +16 steps (\$4,120)
- 2nd advanced degree = + 14 steps (\$3,605)
- 3rd advanced degree = + 12 steps (\$3,090)

**This was approved by the State Board on May 22, 2017. This year's salary includes a 3% raise for all employees.

Annual base pay increase determined using LOE Evaluation Criteria:

- TEAM LOE level 5 = 3 steps (\$773)
- TEAM LOE level 4 = 2 steps (\$515)
- TEAM LOE level 1 = 1 step (\$257)

Reach: 150

Estimated Cost: \$7,331,918

Education*

1st advanced degree = +16 steps (\$4,120)

2nd advanced degree = + 14 steps (\$3,605)

3rd advanced degree = + 12 steps (\$3,090)

Other

Performance contracts with specific goals for each principal and supervisor is used. The amount for the principal is based on student enrollment. The amount for the supervisor is a set amount.

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