

Lexington City Schools

2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	<p>The following positions have been difficult to fill for Lexington City:</p> <p>Speech and Language Teacher, Gifted Teacher, ESL Teacher</p> <p>Priority Areas: K-4 (Special Education, Speech Language Pathology, Gifted Education, ESL/ELL Teacher), 5-8 (Special Education, Speech Language Pathology, Gifted Education, ESL/ELL Teacher), 9-12 (Special Education, Speech Language Pathology, Gifted Education, ESL/ELL Teacher)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Base Pay Increase</p> <p>Compensation Amount: The Speech and Language teacher will be paid a degree above on the step and level pay scale. The teacher has a MS and will be paid using the EDS/PHD scale (approximately \$2,000 increase). The fees for the additional coursework and Praxis exams required to be certified as a Gifted and ESL teacher will be compensated (approximately \$3,150).</p>
Reach	2
Estimated Cost	\$5,150
Instructional Roles or Responsibilities	
Description	<p>Lead Teachers - One teacher in each grade level will be designated as the direct link to the principal. This teacher will collect data, relay information, organize grade level functions, and do whatever duties that the principal deems necessary to keep the grade level informed and operating efficiently. This teacher will serve as a mentor to new teachers and support other teachers with specific professional development and instructional practice needs.</p> <p>Number of Unique Roles: 1</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area;</p> <p>Lead Teachers will be Level 4 or 5 teachers who are selected by the principal and will do whatever duties needed to keep the grade level informed and operating efficiently. In some cases, the Lead Teacher may need to collaborate with the Academic Coaches and the principal on specific needs of the grade level.</p>
Compensation Type and Size	Lead Teachers will receive \$1,000 each annually.
Reach	9
Estimated Cost	\$9,000
Performance	
Description	The Performance Bonus is tied to Individual/Portfolio TVAAS, School Level TVAAS, District Level TVAAS, and Overall Level of Effectiveness Scores. All

district and school certified staff are eligible for the Bonus if eligibility criteria is met. To be eligible, a score of 3 or more on the TIGER summative evaluation must be attained, a 95% instructional day attendance rate must be met, and employment date must be within the first 20 calendar days of the first day of school. The Bonus award varies by participation groups and levels of performance. Bonus awards range from \$100 to \$800.

Eligibility Criteria

Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff

Eligibility Criteria: Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS; District-level TVAAS

To qualify for the LCSS Bonus:

- You must have a score of 3 or more on the TIGER summative.
- You must have a 95% instructional day attendance rate. (2021-2022 – 175 instructional days – You may not be absent more than 8.75 days.)
- You must be employed within the first 20 calendar days of the first day of school.

Goals:

- Individual/Portfolio TVAAS (5 is \$200/4 is \$100)
- School-Level TVAAS (5 is \$200/4 is \$100)
- District-Level TVAAS (5 is \$200/4 is \$100)
- Level of Effectiveness (5 is \$200/4 is \$100)

1. If I am eligible and meet more than one goal, how will my bonus be calculated?
 - a. Your bonus will be a sum total of all goals met.
 2. How and when will any bonuses be distributed?
 - a. Bonuses will be distributed in a one time pay-out in the fall, pending the return of data from the TNDOE.
 3. If I choose not to work for the LCSS system next year or if my LCSS contract has not been renewed, will I receive the bonus pay?
 - a. No, if you leave LCSS or if your contract is not renewed, you will not receive a bonus.
 - b. If you retire and are eligible, you will receive your bonus.
 4. Is there a separate bonus for attendance (95% and above) in addition to SC bonuses?
 - a. Attendance is a qualifier for any TVAAS bonus payment.
 5. How does attendance play into the Bonus Pay?
 - a. You must be in attendance 95% of the instructional school year days to receive the TVAAS bonuses.
 - b. The following absences are excused from the 95% attendance qualifier for the TVAAS bonuses: military leave, jury duty, FMLA, or off-campus school duties.
 - c. Military leave, jury duty, FLMA, or off-campus school duties do not apply to the Attendance Bonus.
 6. Bonuses are pending program funding and are reviewed yearly.
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Compensation Type and Size	\$100 to \$800
Reach	40
Estimated Cost	\$25,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are compensated for earning advanced degrees based on years of experience and level of degree (BA, MS, and EDS/PHD).

Other

Due to a lack of licensed administrators, educators who take and pass the Administrator's Praxis and become licensed will be compensated for the fee of the Praxis.

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