

## Lincoln County 2023-24 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 checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	District receives five or fewer applications of certified applicants. A maximum of 10 positions will be budgeted annually for recruitment purposes. The Human Resource Supervisor, the Evaluation Programs Supervisor, and the Instructional Supervisors, working with the Director of Schools, will identify and post hard-to-staff positions no later than July 1. <b>Priority Areas: 9-12 (Math, Science, Special Education)</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Certified in content/grade area Hard to staff/recruiting positions are paid in two payouts. A teacher receives half of the payout the first year and then the second half the following year. A teacher must receive a 3, 4, or 5 LOE to receive the payout. A teacher must have an observation score of 4 or 5 to receive the payout. New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$4,000 over a two year period. \$2,000 will be paid for the first year and \$2,000 will be paid for the second year.
<b>Reach</b>	5
<b>Estimated Cost</b>	\$20,000
Instructional Roles or Responsibilities	
<b>Description</b>	Positions Assignments: All positions will be identified with consideration to grade spans, content area, and existing roles. Each building will receive positions based on these roles: K-2 Literacy Lead (supports implementation of CKLA Curriculum and training); ELA Content and PD Lead (supports implementation of CKLA curriculum and training and PLC support); Math Content and PD Lead (works with district supervisors and administrators to develop and present PD based on Visible Learning training and new Math curriculum); Technology Lead (supports one to one initiative for grades K-12; and Mentors (works with first, second, third, fourth, and fifth year teachers to support culture and climate acclimation as well as support instructional best practice). Designation of number of positions will be based on building needs. Purpose: To act as leaders of professional development activities, technology, content, K-2 Literacy, and mentoring for other teachers in the district. Annual areas of focus will be determined with input from the principals in this process. All activities will be aligned to the

approved professional development, accountability measures, improving teacher effectiveness and strategic plans.

**Number of Unique Roles:** 5 or more

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Qualifications:</p> <p>Individuals must have received a 3, 4, or 5 on their TEAM score from the previous year.</p> <p>At least one year of experience in the building for building roles and one year in the district for district roles.</p> <p>Flexible, self-motivated, collaborative and able to work with diverse teams.</p> <p>Life-long learner with knowledge of or willingness to learn about current research-based best practices that improve student learning.</p> <p>Shows proficiencies in standards crossing all domains of the TEAM evaluation framework.</p> <p>Ability to interpret disaggregated student data and work to design instructional support for teachers.</p> <p>Demonstrates skills in organization, leadership, communication and collaboration</p> <p>Understanding of the TN State Standards</p> <p>(Preferred) Experience and training in a wide range of instructional and student management strategies</p>
<b>Compensation Type and Size</b>	\$1,250
<b>Reach</b>	35
<b>Estimated Cost</b>	\$43,750
<b>Performance</b>	
<b>Description</b>	The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. Teachers who receive an LOE of 1 or 2 will receive one step on the pay scale. Teachers who receive an LOE of 3, 4 or 5 will receive three steps on the pay scale.
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers, non-tested teachers</p> <p><b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE)</p>
<b>Compensation Type and Size</b>	The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. Teachers who receive an LOE of 1 or 2 will receive one step on the pay scale. Teachers who receive an LOE of 3, 4 or 5 will receive three steps on the pay scale.
<b>Reach</b>	275
<b>Estimated Cost</b>	\$300,000
<b>Alternative Salary Schedule</b>	
<b><i>Is the district implementing an alternative salary schedule?</i></b> Yes	
<b>Type:</b> Annual base pay increases determined using evaluation criteria	
<p><b>Criteria:</b> Level of overall effectiveness (LOE)</p> <p>Our salary schedule is based on 5 categories and each category has a salary increase. Each</p>	

category might represent a degree but is not limited to that as the Director of Schools may determine other appropriate designations for teacher placement on the salary schedule. The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. Teachers who receive an LOE of 1 or 2 will receive one step on the pay scale. Teachers who receive an LOE of 3, 4 or 5 will receive three steps on the pay scale. Our old pay scale was evaluated by LeanFrog and was compared to neighboring districts. Each step now reflects a varied numerical value in order to best compensate our teachers as they gain experience in the profession.

**Reach:** 275

**Estimated Cost:** \$300,000

#### Education\*

Our salary schedule has 5 categories that are used to identify advance degrees ranging from Bachelor's to Doctorate.

#### Other

Administrators receive a base pay increase just like educators. Their payout amount is based on their LOE. Administrators with an LOE of a 1 or 2 will move one step on the pay scale. Administrators with an LOE of 3, 4 or 5 will move three steps on the pay