

JOHNSON COUNTY

2023-24 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 PreK-1st grade portfolios 2 - 12 new first year teacher PLC 3 - 28 teacher leaders to serve as mentors to 1st and 2nd year teachers Number of Unique Roles: 3
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience
Compensation Type and Size	1 - \$750 one time stipend 2 - \$500 one time stipend 3 - \$200 one time stipend
Reach	44
Estimated Cost	\$14,600
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 pay schedule. Annual base pay increase determined using Level of Overall Effectiveness (LOE). Administrators may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance and TVAAS growth in ELA and Math. Each lane is an increase of \$515. There are 90 steps to pay schedule.
Eligibility Criteria	Eligible Teachers: Tested teachers Portfolio teachers School administrators Eligibility Criteria: Level of overall effectiveness (LOE) School-level TVAAS District-level TVAAS NA
Compensation Type and Size	Teacher: TEAM LOE Level 5 = 3 steps (\$773) TEAM LOE Level 4 = 2 steps (\$515) TEAM LOE Level 3 = 1 step (\$257) Administrator:

	TEAM LOE Level 5 = 3 steps (\$1,545)
	TEAM LOE Level 4 = 2 steps (\$1,030)
	TEAM LOE Level 3 = 1 step (\$515)
	AND
	TVAAS Overall Growth

Reach	180
Estimated Cost	\$9,486,802

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria

Criteria: Level of overall effectiveness (LOE)

School-level TVAAS

District-level TVAAS

Teacher:

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

2nd advanced degree = +18 steps (\$4,634)

3rd advanced degree = +20 steps (\$5,148)

Administrator:

Educational Specialist degree = +6 steps(\$3,090)

Doctorate or PhD degree = +12 steps (\$6,180)

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 pay sche

Reach: 180

Estimated Cost: \$9,486,802

Education*

Teacher:

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

2nd advanced degree = +18 steps (\$4,634)

3rd advanced degree = +20 steps (\$5,148)

Administrator:

Educational Specialist degree = +6 steps(\$3,090)

Doctorate or PhD degree = +12 steps (\$6,180)

Other

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