

Lewis County

2023-24 Differentiated Pay Plan

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

| Hard to Staff (School, Subject, or Placement) | |
|---|---|
| Description | 1) Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements. 2) Provide supplements for speech pathologist based on district need. 3) Supplement for school psychologist based on duties. 4) Provide supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students. 5) Provide supplements for CDC teachers in hard to staff schools. 6) Provide scholarships for occupational licenses. Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (ESL/ELL, School Psychology, Special Education), 9-12 (ESL/ELL, School Psychology, Special Education) |
| Eligibility Criteria | Certified in content/grade area Advanced degrees Current teachers New hires |
| Compensation Type and Size | Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: 01) extra endorsements (3) x \$1,500 2) speech pathologist (1) x \$18,690 3) school psychologist (1) x \$10,727 4) ESL teacher (1) x \$3457 5) CDC teachers (3) x \$2,000 6) Occupational License (2) x 2500 |
| Reach | 11 |
| Estimated Cost | \$43,374 |
| Instructional Roles or Responsibilities | |
| Description | RTI Data Analyst District RTI coordinator Instructional coaches After School Tutoring ELG Number of Unique Roles: 5 or more |
| Eligibility Criteria | Level of overall effectiveness (LOE) Certified in content/grade area |
| Compensation Type and Size | RTI Data Analyst (1) x 54,820 District RTI coordinator (1) x \$73,404 |

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| | Instructional coaches (2) x \$73,909 After School Tutoring (20) x 2,000 ELG (1) x 47,795 |
| Reach | 25 |
| Estimated Cost | \$363,837 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| <i>Is the district implementing an alternative salary schedule?</i> No | |
| Education* | |
| The salary schedule includes lanes for MA, MA+30, EdSp and Doctorate degrees. | |
| Other | |