



### 2015-16 Lebanon SSD Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance	<p><i>The final payment for our TIF Grant will be this fall (2015) based on 2014-15 data.</i></p>				
Additional Instructional Roles or Responsibilities	<p><i>The district will pay supplements for the following additional instructional roles:</i></p> <ul style="list-style-type: none"> <li><i>* Learning Leaders</i></li> <li><i>* Team/PLC Leaders</i></li> <li><i>* Instructional Coaches (TIGER and TAP)</i></li> <li><i>* Vertical Team Leaders</i></li> <li><i>* STEM Leaders</i></li> </ul> <p><i>The building principals will be responsible for assigning the teachers to these positions within each school.</i></p>	<p><i>The compensation will be given as a bonus.</i></p> <p><i>Learning Leaders – 6@\$500</i></p> <p><i>Team/PLC Leaders – 38 @\$350</i></p> <p><i>TIGER/TAP Coaches – 65@\$200</i></p> <p><i>Vertical Team Leader – 10 per school/10 mtgs @\$25</i></p> <p><i>STEM Leaders – 6 @\$200</i></p>	<p><i>Learning Leader – 6</i></p> <p><i>Team/PLC Leaders – 38</i></p> <p><i>TIGER/TAP Coaches – 65</i></p> <p><i>Vertical Team Leaders – 60</i></p> <p><i>STEM Leaders - 6</i></p>	<p><i>LL - \$3000</i></p> <p><i>Team/PLC - \$13,300</i></p> <p><i>TIGER/TAP Coaches - \$13,000</i></p> <p><i>Vertical - \$15,000</i></p> <p><i>STEM - \$1,200</i></p>	<p><i>This represents .29% of the total certified salaries.</i></p>
Education	<p><i>The district will continue to award step increases for each year of experience. The attached salary schedule contains amounts for 2014-15.</i></p>	<p><i>Each teacher will be paid according to the documentation on record.</i></p>	<p><i>All teachers are eligible.</i></p>	<p><i>The estimated salary cost of this element is \$48,000.</i></p>	<p><i>This will comprise about .32% of district salary expenditures.</i></p>

	<i>2015-16 amounts are yet to be determined.</i>				
<i>Experience</i>	<i>The district will continue to award step increases for each year of experience. The attached salary schedule contains amounts for 2014-15. 2015-16 amounts are yet to be determined.</i>	<i>Each teacher will earn a yearly step increase for years of experience.</i>	<i>All teachers are eligible.</i>	<i>The estimated salary cost of this element is \$108,000.</i>	<i>This will comprise about .71% of district salary expenditures.</i>
<i>Other</i>					