



2015-16 Lexington City 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>
Performance	<p>Since 2011-12, Lexington City has incorporated a salary schedule that uses evaluation criteria to determine base pay changes. The plan also includes a bonus component that is tied to individual, team, school, & district measures (TVAAS scores).</p> <p>In 2015-16 current teachers will have the option to choose one of two base pay determination tracks: (1) the salary schedule that uses evaluation to determine base pay changes track (STRIVE) or (2) a revised step and level salary schedule based on years of experience and education. A teacher may opt out of STRIVE at the end of any school year. In order to move from step and level to STRIVE, a teacher must have scored at least a 4 on their Educator Effectiveness Score for three consecutive years.</p> <p>Teachers new to LCSS will be placed on the 2015-16 step and level salary schedule. In order to move from step and level to STRIVE, a teacher must have scored at least a 4 on their Educator Effectiveness Score for three consecutive years.</p> <p>All teachers will be eligible for the bonus. A full description of the new schedule is attached in the addendum.</p>	<p>Teachers who choose STRIVE: Teachers who receive a Summative Evaluation Score of 3 will receive a base pay increase of 1%. Teachers with a score <3 will not receive a base pay increase. Base salary increases range from 1% - 3%, & increase incrementally as an educator's Summative Evaluation score improve beyond the level 3. Base pay increases will range from approximately \$355 to \$1929.</p> <p>The bonus award varies by participation group & level of performance. Bonus awards range from \$200-\$1300.</p> <p>A full description of the revised bonus model is attached in the addendum.</p>	<p>All current principals, assistant principals, & certified instructional staff – in tested & non-tested assignments – are eligible. Teachers new to LCSS are eligible for STRIVE after three consecutive years of EES scores of at least a 4.</p> <p>A copy of the complete eligibility rules is attached.</p> <p>Based on the performance criteria of 2011-12, 74% of eligible staff received a base pay increase and 47% received a bonus award paid in 2012-13. Based on the performance criteria of 2012-13, 76% of eligible staff received a base pay increase & 51% received a bonus award paid in 2013-14. Based on the performance criteria of 2013-14, 80% of eligible staff received a base pay increase and 59% received a bonus award paid in 2014-15.</p>	<p>For the 2011-12 school year, Lexington City paid a total of \$79,734 (\$58,484 for base pay increases; \$21,250 in bonus awards).</p> <p>For the 2012-13 school year, \$76,525 was paid (\$49,775, for base pay increases; \$26,750 for bonus awards).</p> <p>For the 2013-14 school year, a total of \$76,276 was paid (\$59,226 for base pay increases; \$17,050 for bonus awards).</p> <p>LCSS anticipates that with the implementation of a two-track salary system our STRIVE base payouts will decrease, but bonus payouts will be stable if not increased.</p>	<p>STRIVE payouts will form close to 50% of salary costs.</p> <p>100% of bonus payouts will be based on performance.</p>

Education and Experience	<p>Teachers new to LCSS or those who choose the 2015-16 step and level salary schedule for their base pay track will be paid based on years of experience and level of education. Teachers who have the option to choose will remain on this track for three years. Teachers new to LCSS will have the option to choose tracks after their third year of service and three consecutive years of at least a 4 on their Educator Effectiveness Score. STRIVE is not based on the educator's years of experience or degree status.</p> <p>All teachers will be eligible for the bonus component that is tied to individual, team, school, and district measures (TVAAS scores).</p> <p>Compensation for advanced degree will follow the step and level track only.</p>	<p>Teachers who are on the Step & Level track: Teachers will refer to the 2015-16 step and level pay scale to receive a base pay determined by their years of experience and level of education. Base pay increases will range from approximately \$27 to \$1452.</p> <p>The bonus award varies by participation group & level of performance. Bonus awards range from \$200-\$1300.</p>	<p>All principals, assistant principals, & certified instructional staff – in tested & non-tested assignments- are eligible.</p> <p>All teachers who choose the step and level track will receive a base pay increase yearly.</p>	<p>Cost for both compensation tracks will be comparable to the STRIVE pay outs in previous years.</p>	<p>Step and level payouts will form close to 50% of salary costs.</p> <p>100% of bonus payouts will be based on performance.</p>
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