

LINCOLN COUNTY--520					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	Hard to Staff is identified as a position that has 5 or fewer certified applicants and is in one of the accountability courses or subjects, Special Education, or Foreign Language. Hard to Staff will be determined annually by July 1. The award will be a stipend and payout will be based on the educator's LOE.	Level of Overall Effectiveness (LOE) Teachers in existing positions that are identical positions to the posted Hard to Staff positions will also be compensated with a bonus equal to the amount of the new teacher. Our model states that we will budget for a maximum of ten teachers annually. Awards are divided into two years which means teachers will receive more than one payout as long as they remain employed with the district.	Bonus \$4,000 over a two year period. (Teachers that receive an LOE of 3 would receive \$3,000; 4 would receive \$3,500; 5 would receive \$4,000)	5	\$20,000
Performance	The district will incorporate a salary schedule that uses evaluation criteria to determine base pay	Level of Overall Effectiveness (LOE)	Base Pay Increase Teachers who receive an LOE of 3 will receive \$318; LOE of 4 will	300	\$270,000

	increases. Teachers who receive an LOE of 3 will receive \$318; LOE of 4 will receive \$636; and 5 will receive \$954.		receive \$636; and 5 will receive \$954.		
Additional Instructional Roles or Responsibilities	<p>Technology Lead - supports one to one initiative for grades 2-12</p> <p>Content Lead - supports standards roll out and curriculum and assessment needs</p> <p>Professional Development Lead - works with district supervisors and administrators to develop and present PD based on the district's strategic plan</p> <p>Mentors - works with first and second year teachers to support culture and climate acclimation as well as support instructional best practice</p> <p>K-2 Literacy Lead - supports implementation of Read to Be Ready as well as other Literacy/Numeracy district initiatives</p> <p>Portfolio Lead - supports Portfolio implementation</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Years of experience</p> <p>Teachers in tested areas are considered over nontested teachers.</p>	\$1,250 after taxes	43	\$64,500

	for Pre-K, K, First, P.E., Fine Arts and World Languages				
Education*	Our salary schedule is based on 5 categories and each category has a salary increase. Each 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.				
Other					

**Education is not a differentiated pay element and does not count toward the mandated criteria.*