

Lebanon Special School District 2018-19 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| Hard-to-Staff | <input 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) | |
|--|--|
| N/A | |
| Instructional Roles or Responsibilities | |
| Description | Lead mentors, mentors, learning leaders, team/PLC leaders, coaches, vertical team leaders and STEM leaders. Number of Unique Roles: 5 or more |
| Eligibility Criteria | Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days) Each position is chosen by the school principal. A teacher would be eligible to be chosen for each of the leadership positions based on proven instructional effectiveness, leadership qualities, work ethic, and respect among peers. |
| Compensation Type and Size | Lead mentors - \$200 Mentors - \$70 Learning Leaders - \$500 Team/PLC Leaders - \$350 Coaches - \$200 Vertical Team Leader - \$25/mtg. (10 mtgs.) STEM Leaders - \$200 |
| Reach | 150 |
| Estimated Cost | \$62,000 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| Is the district implementing an alternative salary schedule? No | |
| Education* | |
| The district salary schedule is based on traditional experience and degree levels. Degree levels include: Bachelor, Master, Master's + 30 semester hours, Education Specialist, and Doctorate. | |
| Other | |
| The district pays a \$1,200 stipend annually (per teacher - 3 total) for teachers with National Board Certification. | |

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