

Johnson County Schools

2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Being in a rural school system that is isolated, we struggle to recruit and retain effective educators in specific content areas. In order to attract educators in these hard to fill areas we have offered an increase in their base pay. Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)
Eligibility Criteria	Certified in content/grade area Over the past several years, we have a hard time in employing speech language pathologists and we have to contract this service out. We have had a hard time finding a high school Spanish teacher this year. After reaching out to several entities we had i New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Speech Language Pathologist - We will increase the hourly rate from \$60 to \$62 JCHS Spanish Teacher - We will increase the base pay from \$45,000 to \$48,000.
Reach	2
Estimated Cost	\$114,960
Instructional Roles or Responsibilities	
Description	1 - #25 Teacher leaders that will participate in the "Read to be Ready" Network 2 - #4 Teacher leaders to score PreK - 1st grade Portfolios 3 - #16 New first year teacher PLC Number of Unique Roles: 3
Eligibility Criteria	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience
Compensation Type and Size	1 - \$200 one time stipend 2 - \$500 one time stipend 3 - \$400 one time stipend
Reach	45
Estimated Cost	\$15,000
Performance	
Description	Annual base pay increases determined using Level of Overall Effectiveness (LOE) Teachers may progress forward on the single-lane pay schedule based on overall evaluation (TEAM) performance. Each lane is an increase of \$250. There are 90 steps to the pay schedule.

	TEAM LOE Level 5 = +3 steps (\$750) TEAM LOE Level 4 = +2 steps (\$500) TEAM LOE Level 3 = +1 step (\$250)
Eligibility Criteria	Tested teachers, Non-tested teachers, portfolio teachers Level of Overall Effectiveness (LOE)
Compensation Type and Size	TEAM LOE Level 5 = +3 steps (\$750) TEAM LOE Level 4 = +2 steps (\$500) TEAM LOE Level 3 = +1 step (\$250)
Reach	125
Estimated Cost	\$72,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Annual base pay increases determined using evaluation criteria

Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Education*

1st Advanced degree = +16 steps (\$4,000)

2nd Advanced degree = +14 steps (\$3,500)

3rd Advanced degree = +12 steps (\$3,000)

*This was approved by the State Board on May 22, 2017.

Other

N/A

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