

## Overview of Lincoln County Compensation Model

	Hard-to-Staff Stipend	Improvement Stipend	Lead Teacher Stipend	Base Pay Increase
<b>Performance Criteria</b>	<p>Human Resources will identify positions as hard to staff based on pre-determined criteria.</p> <p>Recipients must receive an observation score of a 4 or 5 AND an overall TEAM score of a 3, 4, or 5.</p> <p>The individual must also continue to demonstrate value to the faculty and meet the expectations of the administration.</p>	<p>Designed to incentivize and reward teacher participation in key district professional development (PD) initiatives.</p> <p>Individuals must attend specific PD as detailed through their PD contract. PD activities shall be based on individual's scores and previous year's observations.</p> <p>Stipends will be awarded upon completion of the individual PD contract and either improvement to or maintenance of TEAM score of 3, 4, or 5.</p>	<p>Designed to build instructional capacity and reward teacher-leadership. 30 Lead Teachers will be selected for the district. Lead Teachers will provide professional development, coaching, and lead Professional Learning Communities (PLCs).</p> <p>Lead Teachers must have an evaluation score of a 4 or 5 and be selected using a set of criteria.</p>	<p>TEAM Score "3" or above.</p>
<b>Compensation Worth</b>	<p>\$4,000, paid in two equal installments over two years</p>	<p>TEAM Score 3: +\$500                      TEAM Score 4: +\$1000                      TEAM Score 5: +\$1500</p>	<p>TEAM Score 3: +\$2000                      TEAM Score 4: achieve/maintain: +\$2500                      TEAM Score 5: achieve/maintain: +\$3000</p>	<p>TEAM Score 1 or 2: no base pay increase</p> <p>TEAM Score 3: +\$300                      TEAM Score 4: +\$600                      TEAM Score 5: +\$900</p>

**Lincoln County  
Alternative Salary Schedule**

Teachers who have a TEAM Score of 3 move one step (\$300). Teachers who have a TEAM Score of 4 move two steps (\$600). Teachers who have a TEAM Score of 5 move three steps (\$900). Teachers with a TEAM Score of 1 or 2 will move no steps.

New teachers who have 0 years of experience prior to coming to Lincoln County Schools (LCS) shall be placed as a YEAR 0 Teacher. LCS wants new teachers to focus on their classrooms. Any teacher who receives a TEAM Score of a 3, 4, or 5 after their first year of teaching shall then be moved to Year 1 Teachers in the schedule below. After this, they will be part of the system progressing for their TEAM Scores as described above.

Teachers who receive a TEAM Score of 1 or 2 after their first year will work with the principal on their yearly professional development plan. They will remain as a Year 0 teacher until they are able to receive a TEAM Score of 3, 4, or 5.

For new teachers with prior experience, existing policies will be used to verify current education level and years of experience. Their compensation level will be determined using the 2013-2014 schedule, and they will then be placed at that amount or slightly above on the alternative schedule below. The Director of Schools also maintains the ability to place teachers at the designated amount as described above or to move individual to any starting salary figure in an adjacent box. This flexibility is designed to allow for strategic recruiting of highly effective teachers and those in hard-to-staff positions.

<b>STEPS</b>	<b>Category 1</b>	<b>Category 2</b>	<b>Category 3</b>	<b>Category 4</b>	<b>Category 5</b>
<b>Year 0 Teachers</b>	\$34,698	\$37,770	\$40,279	\$41,207	\$44,767
<b>Year 1 Teachers</b>	\$36,000	\$39,133	\$41,669	\$42,548	\$44,981
<b>STEP</b>	<b>Category 1</b>	<b>Category 2</b>	<b>Category 3</b>	<b>Category 4</b>	<b>Category 5</b>
<b>1</b>	\$36,300	\$39,433	\$41,969	\$42,848	\$45,281
<b>2</b>	\$36,600	\$39,733	\$42,269	\$43,148	\$45,581
<b>3</b>	\$36,900	\$40,033	\$42,569	\$43,448	\$45,881
<b>4</b>	\$37,200	\$40,333	\$42,869	\$43,748	\$46,181
<b>5</b>	\$37,500	\$40,633	\$43,169	\$44,048	\$46,481
<b>6</b>	\$37,800	\$40,933	\$43,469	\$44,348	\$46,781
<b>7</b>	\$38,100	\$41,233	\$43,769	\$44,648	\$47,081
<b>8</b>	\$38,400	\$41,533	\$44,069	\$44,948	\$47,381
<b>9</b>	\$38,700	\$41,833	\$44,369	\$45,248	\$47,681
<b>10</b>	\$39,000	\$42,133	\$44,669	\$45,548	\$47,981
<b>11</b>	\$39,300	\$42,433	\$44,969	\$45,848	\$48,281
<b>12</b>	\$39,600	\$42,733	\$45,269	\$46,148	\$48,581
<b>13</b>	\$39,900	\$43,033	\$45,569	\$46,448	\$48,881

<b>14</b>	\$40,200	\$43,333	\$45,869	\$46,748	\$49,181
<b>15</b>	\$40,500	\$43,633	\$46,169	\$47,048	\$49,481
<b>16</b>	\$40,800	\$43,933	\$46,469	\$47,348	\$49,781
<b>17</b>	\$41,100	\$44,233	\$46,769	\$47,648	\$50,081
<b>18</b>	\$41,400	\$44,533	\$47,069	\$47,948	\$50,381
<b>19</b>	\$41,700	\$44,833	\$47,369	\$48,248	\$50,681
<b>20</b>	\$42,000	\$45,133	\$47,669	\$48,548	\$50,981
<b>21</b>	\$42,300	\$45,433	\$47,969	\$48,848	\$51,281
<b>22</b>	\$42,600	\$45,733	\$48,269	\$49,148	\$51,581
<b>23</b>	\$42,900	\$46,033	\$48,569	\$49,448	\$51,881
<b>24</b>	\$43,200	\$46,333	\$48,869	\$49,748	\$52,181
<b>25</b>	\$43,500	\$46,633	\$49,169	\$50,048	\$52,481
<b>26</b>	\$43,800	\$46,933	\$49,469	\$50,348	\$52,781
<b>27</b>	\$44,100	\$47,233	\$49,769	\$50,648	\$53,081
<b>28</b>	\$44,400	\$47,533	\$50,069	\$50,948	\$53,381
<b>29</b>	\$44,700	\$47,833	\$50,369	\$51,248	\$53,681
<b>30</b>	\$45,000	\$48,133	\$50,669	\$51,548	\$53,981
<b>31</b>	\$45,300	\$48,433	\$50,969	\$51,848	\$54,281
<b>32</b>	\$45,600	\$48,733	\$51,269	\$52,148	\$54,581
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<b>60</b>	\$54,000	\$57,133	\$59,669	\$60,548	\$62,981
<b>61</b>	\$54,300	\$57,433	\$59,969	\$60,848	\$63,281
<b>62</b>	\$54,600	\$57,733	\$60,269	\$61,148	\$63,581
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<b>65</b>	\$55,500	\$58,633	\$61,169	\$62,048	\$64,481
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<b>67</b>	\$56,100	\$59,233	\$61,769	\$62,648	\$65,081
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<b>70</b>	\$57,000	\$60,133	\$62,669	\$63,548	\$65,981
<b>71</b>	\$57,300	\$60,433	\$62,969	\$63,848	\$66,281
<b>72</b>	\$57,600	\$60,733	\$63,269	\$64,148	\$66,581
<b>73</b>	\$57,900	\$61,033	\$63,569	\$64,448	\$66,881
<b>74</b>	\$58,200	\$61,333	\$63,869	\$64,748	\$67,181
<b>75</b>	\$58,500	\$61,633	\$64,169	\$65,048	\$67,481