

# JOHNSON COUNTY

## 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A	
<b>Instructional Roles or Responsibilities</b>	
<b>Description</b>	<p>1 - 4 teacher leaders to score PreK-1st grade portfolios</p> <p>2 - 12 new first year teacher PLC</p> <p>3 - 28 teacher leaders to serve as mentors to 1st and 2nd year teachers</p> <p><b>Number of Unique Roles: 3</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Years of experience</p>
<b>Compensation Type and Size</b>	<p>1 - \$750 one time stipend</p> <p>2 - \$500 one time stipend</p> <p>3 - \$200 one time stipend</p>
<b>Reach</b>	44
<b>Estimated Cost</b>	\$14,600

### Performance

<b>Description</b>	<p>Annual base pay increase 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 \$257. There are 90 steps to pay schedule.</p> <p>Annual base pay increase determined using Level of Overall Effectiveness (LOE). Administrators may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance and TVAAS growth in ELA and Math. Each lane is an increase of \$515. There are 90 steps to pay schedule.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers</p> <p>Portfolio teachers</p> <p>School administrators</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)</p> <p>School-level TVAAS</p> <p>District-level TVAAS</p> <p>NA</p>
<b>Compensation Type and Size</b>	<p>Teacher:</p> <p>TEAM LOE Level 5 = 3 steps (\$773)</p> <p>TEAM LOE Level 4 = 2 steps (\$515)</p> <p>TEAM LOE Level 3 = 1 step (\$257)</p> <p>Administrator:</p>

	TEAM LOE Level 5 = 3 steps (\$1,545)
	TEAM LOE Level 4 = 2 steps (\$1,030)
	TEAM LOE Level 3 = 1 step (\$515)
	AND
	TVAAS Overall Growth
<b>Reach</b>	180
<b>Estimated Cost</b>	\$9,486,802

**Alternative Salary Schedule**

**Is the district implementing an alternative salary schedule?** Yes

**Type:** Annual base pay increases determined using evaluation criteria

**Criteria:** Level of overall effectiveness (LOE)

School-level TVAAS

District-level TVAAS

Teacher:

1st advanced degree = +16 steps(\$4,120)

2nd advanced degree = +18 steps (\$4,634)

3rd advanced degree = +20 steps (\$5,148)

Administrator:

Educational Specialist degree = +6 steps(\$3,090)

Doctorate or PhD degree = +12 steps (\$6,180)

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**Reach:** 180

**Estimated Cost:** \$9,486,802

**Education\***

Teacher:

1st advanced degree = +16 steps(\$4,120)

2nd advanced degree = +18 steps (\$4,634)

3rd advanced degree = +20 steps (\$5,148)

Administrator:

Educational Specialist degree = +6 steps(\$3,090)

Doctorate or PhD degree = +12 steps (\$6,180)

**Other**

Performance contracts with specific goals for each principal and supervisor is used. The amount for the principals is based on student enrollment. The amount for supervisor is a set amount.