

Lewis County

2023-24 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	1) Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements. 2) Provide supplements for speech pathologist based on district need. 3) Supplement for school psychologist based on duties. 4) Provide supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students. 5) Provide supplements for CDC teachers in hard to staff schools. 6) Provide scholarships for occupational licenses. Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (ESL/ELL, School Psychology, Special Education), 9-12 (ESL/ELL, School Psychology, Special Education)
Eligibility Criteria	Certified in content/grade area Advanced degrees Current teachers New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: 01) extra endorsements (3) x \$1,500 2) speech pathologist (1) x \$18,690 3) school psychologist (1) x \$10,727 4) ESL teacher (1) x \$3457 5) CDC teachers (3) x \$2,000 6) Occupational License (2) x 2500
Reach	11
Estimated Cost	\$43,374
Instructional Roles or Responsibilities	
Description	RTI Data Analyst District RTI coordinator Instructional coaches After School Tutoring ELG Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area
Compensation Type and Size	RTI Data Analyst (1) x 54,820 District RTI coordinator (1) x \$73,404

	Instructional coaches (2) x \$73,909
	After School Tutoring (20) x 2,000
	ELG (1) x 47,795

Reach	25
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Estimated Cost	\$363,837
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Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The salary schedule includes lanes for MA, MA+30, EdSp and Doctorate degrees.

Other