

RICHARD CITY

2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)

N/A

Instructional Roles or Responsibilities

N/A

Performance

Description

The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teacher if they achieve a LOE score of 3 or greater. The compensation will be given as a bonus. There will be eligibility requirement established in areas such as attendance, certification and other identified areas.

* Employee cannot miss more than 5 days (Days not counted toward the initial 5: Dr. appointment with excuse/death of immediate family/loss of property due to fire, weather, etc. or other that has directors approval.

*Must be certified to teach all classes assigned (must have proof of working certification).

**Must be highly qualified in teaching core classes (must have proof of working on certification).

***Payout will be in the following year due to the timing of the data.

****Payments will be subject to all applicable state and local taxes.

Eligibility Criteria

Eligible Teachers: Tested teachers
School administrators

Eligibility Criteria: Level of overall effectiveness (LOE)
To receive the bonus the employee must be employed full time at the time of payout by Richard Hardy Memorial School unless he/she meets one of the following exceptions:
*An individual who retires at the completion of the previous school year will receive

Compensation Type and Size

1. Teacher Effectiveness Score 3= \$300
2. Teacher Effectiveness Score 4= \$400
3. Teacher Effectiveness Score 5= \$500

Reach 20

Estimated Cost \$9,500

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district offers a step schedule with years of experience for advance degrees, which include:
MS+, EDS, and EDD

Other