

Lebanon

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	<p>LSSD will give up to a \$1,000 signing bonus to select newly hired teachers who will be teaching in hard-to-staff/specialty areas. One thousand dollars (less applicable taxes) will be paid in the September payroll. If the candidate is enrolled in a university program to obtain a proper endorsement, he/she must complete the program within two years of beginning the program. If this requirement is not met, the teacher will be responsible for reimbursing the district 100% of the bonus amount. The teacher must remain employed with LSSD for a period of no less than two years unless the district determines that it is not in its best interest to employ the teacher.</p> <p>Priority Areas: K-4 (determined by administration), 5-8 (determined by administration)</p> <p>Priority Areas: K-4 (), 5-8 (Math), 9-12 ()</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment</p> <p>Compensation Amount: Up to \$1,000 signing bonus per role, as needed.</p>
Reach	1
Estimated Cost	\$1,000
Instructional Roles or Responsibilities	
Description	<p>Lead mentors, mentors, learning leaders, team/PLC leaders, coaches, vertical team leaders, behavioral team leaders, STEM leaders, district gifted leader, accelerated instruction teachers, and district counselor support. Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>Attendance minimum (i.e., miss no more than 12 days)</p> <p>Years of experience</p> <p>Leadership positions are chosen or recommended by the school principal and/or central office directors. TIGER/TAP coaches are recommended by the Director of Teaching and Learning to be identified as a Stage 3 teacher coach. A teacher would be eligible to be chosen for each of the leadership positions based on proven instructional effectiveness, leadership qualities, work ethic, and respect among</p>

	peers.
Compensation Type and Size	Learning Leader- \$500 Team/PLC Leader-\$350 Coach/Mentor- \$200 Lead Mentor- \$350 STEM Leader- \$200 Gifted Support- \$500 Accelerated Instruction- \$2,500 District Counselor Support- \$2,500 Vertical/RTI2 Team Members- \$300 (30 per meeting with a limit of 10 meetings) School-based Technology leader- \$250 School-based Website leader- \$250
Reach	200
Estimated Cost	\$110,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule is based on traditional experience and degree levels.

Other

\$1,200 annually per teacher