

Gibson County Special District 2019-20 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

Instructional Roles or Responsibilities

Description	<ul style="list-style-type: none"> Lead Technology Teachers - They will be assisting other teachers with minor hardware and software issues. Criteria: All certified teachers that receive a LOE Score of 3, 4, or 5 are eligible. Stipends will depend on the size of school and will range from \$300 to \$1,600 per position. We estimate 17 in this role. Lead Teachers - They will be assisting the principal in handling duties during their absence as well as helping with scheduling and other administrative duties. Criteria: All certified teachers that receive a LOE score of 4 or 5 are eligible. Stipends will depend on the size of school and will range from \$300 to \$1,000 per position. We estimate 4 in this role.
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Number of Unique Roles: 2

Eligibility Criteria	Level of Overall Effectiveness (LOE) i. Lead Technology Teachers - All certified teachers that receive a LOE Score of 3, 4, or 5 are eligible. ii. Lead Teachers - All certified teachers that receive a LOE score of 4 or 5 are eligible.
Compensation Type and Size	i. Lead Technology Teachers - Stipends will depend on the size of school and will range from \$300 to \$1,600 per position. ii. Lead Teachers - Stipends will depend on the size of school and will range from \$300 to \$1,000 per position.
Reach	17
Estimated Cost	\$16,000

Performance

Description	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to distribute the total amount allotted for performance bonuses to all educators in the system.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: N/A
Compensation Type and Size	Each educator will receive one share of the allotment.
Reach	208
Estimated Cost	\$110,000

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced

degrees)

Criteria: Level of overall effectiveness (LOE)

For new employees hired after 7/1/2014 the district has an Alternative Salary Schedule composed of 3 lanes. A Bachelors, Masters, EDS/Doctorate. Each advanced degree receives an additional \$2,600 per degree level above the bachelors degree lane (Masters: \$2,600; EDS/Doctorate: \$5,200). In order to receive the degree advancement, it must be a degree that will impact achievement in a positive way. That could include additional degrees in their content area or in curriculum and instruction.

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to move all educators forward one step on the alternative salary schedule.

Reach: 250

Estimated Cost: \$128,000

Education*

For those hired prior to July 1, 2014, the educators remain on the Grandfathered Salary Schedule and can receive the advanced degree compensation if the degree obtained will impact achievement in a positive way.

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Other

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*