

## Lexington City Schools

### 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 type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Leaders: Mentor to new teachers and support other teachers with specific professional development and instructional practices needs. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Teacher Leaders will be Level 4 or 5 teachers who must apply, be interviewed, and submit a writing sample. They will be assigned a grade span of teachers or a subject area (ELA and math) to support. Teachers Leaders will collaborate with the Director of Teaching and Learning, academic coaches, and principals on the specific needs of teachers.
<b>Compensation Type and Size</b>	Teacher Leaders will receive \$1,000 each annually.
<b>Reach</b>	4
<b>Estimated Cost</b>	\$4,000
Performance	
<b>Description</b>	Updated May 2020: Using the 2018-19 performance data, the district will pay a \$1000 bonus to educators who meet one of the following revised criteria: 1. The school has a Level 5 TVAAS Composite 2. 95% of the teachers in the school have a LOE of 4 or 5
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE); School-level TVAAS
<b>Compensation Type and Size</b>	\$1,000
<b>Reach</b>	40
<b>Estimated Cost</b>	\$40,000
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
If an educator is on the step and level, educators are compensated for earning advanced degrees based on years of experience and level of degree (BA, MA, ED.S or PH.D). If an educator is on STRIVE plan (detailed above), there is no compensation for an advanced degree. Due to a lack of licensed administrators, educators who take and pass the Administrator's Praxis and become licensed will be compensated for the fee of the Praxis.	
Other	
N/A	

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