

## Lexington City Schools

### 2020-21 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

##### Description

1. Academic Leaders: Mentor to new teachers and support other teachers with specific professional development and instructional practices needs. There will be 4 Academic Leaders for the following grade spans: PK-1, 2-3, 4-5, and 6-8.

2. Lead Teachers: One teacher in each grade level will be designated as the direct link to the principal. This teacher will collect data, relay information, organize grade level function, and do whatever duties that the principal deems necessary to keep the grade level informed and operating efficiently.

**Number of Unique Roles:** 2

##### Eligibility Criteria

Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area

Academic 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 to support. Academic Leaders will collaborate with the Director of Teaching and Learning, Academic Coaches, and principals on the specific needs of teachers.

Lead Teachers will be Level 4 or 5 teachers who are selected by the principal and will do whatever duties needed to keep the grade level informed and operating efficiently.

##### Compensation Type and Size

Academic Leaders will receive \$1000 each annually.

Lead Teachers will receive \$500 each annually.

##### Reach

14

##### Estimated Cost

\$9,000

#### Performance

##### Description

The Performance Bonus is tied to Individual/Portfolio TVAAS, School Level TVAAS, District Level TVAAS, and Overall Level of Effectiveness Scores. All district and school certified staff are eligible for the Bonus if eligibility criteria is met. To be eligible, a score of 3 or more on the TIGER summative evaluation must be attained, a 95% instructional day attendance rate must be met, and employment date must be within the first 20 calendar days of the first day of school. The Bonus award varies by participation groups and levels of performance. Bonus awards range from \$100 to \$800.

##### Eligibility Criteria

**Eligible Teachers:** Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff

**Eligibility Criteria:** Level of overall effectiveness (LOE); Individual TVAAS or portfolio growth score; School-level TVAAS; District-level TVAAS  
Please see attached document "2020-21 Lexington City Bonus Qualifiers"

for eligibility guidelines and specific information regarding bonus payouts.

1. How do I qualify for the LCSS Bonus?
  - a. You must have a score of 3 or more on the TIGER summative.
  - b. You must have a 95% instructional day attendance rate. (2020-2021 – 176 instructional days – You may not be absent more than 8.8 days.)
  - c. You must be employed within the first 20 calendar days of the first day of school.
  - d. Goals: Individual/Portfolio TVAAS ( 5 is \$200/ 4 is \$100) School Level TVAAS (5 is \$200/ 4 is \$100) District Level TVAAS (5 is \$200/ 4 is \$100) Level of Effectiveness (5 is \$200/ 4 is \$100)
2. If I am eligible and meet more than one goal, how will my bonus be calculated?
  - a. Your bonus will be a sum total of all goals met.
3. How and when will any bonuses be distributed?
  - a. Bonuses will be distributed in a one time pay-out in the fall, pending the return of data from the TNDOE.
4. If I choose not to work for the LCSS system next year or if my LCSS contract has not been renewed, will I receive the bonus pay?
  - a. No, if you leave LCSS or if your contract is not renewed, you will not receive a bonus.
  - b. If you retire and are eligible, you will receive your bonus.
5. Is there a separate bonus for attendance (95% and above) in addition to SC bonuses?
  - a. Attendance is a qualifier for any TVAAS bonus payment.
6. How does attendance play into the Bonus Pay?
  - a. You must be in attendance 95% of the instructional school year days to receive the TVAAS bonuses.
  - b. The following absences are excused from the 95% attendance qualifier for the TVAAS bonuses: military leave, jury duty, FMLA, or off-campus school duties.
  - c. Military leave, jury duty, FLMA, or off-campus school duties do not apply to the Attendance Bonus.
7. Bonuses are pending program funding and are reviewed yearly.

<b>Compensation Type and Size</b>	\$100 to \$800
<b>Reach</b>	40
<b>Estimated Cost</b>	\$25,000

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

Educators are compensated for earning advanced degrees based on years of experience and level of degree (BA, MA, and PHD). 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.

N/A

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

## 2020-2021 Lexington City Bonus Qualifiers

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  - b. You must have a 95% instructional day attendance rate. (2020-2021 – 176 instructional days – You may not be absent more than 8.8 days.)
  - c. You must be employed within the first 20 calendar days of the first day of school.

Goal	Eligible Personnel	Amount
Individual/Portfolio TVAAS score of 5	Classroom State Tested Teachers	\$200.00
Individual/Portfolio TVAAS score of 4	Classroom State Tested Teachers	\$100.00
School Level TVAAS of 5	School Certified Staff	\$200.00
School Level TVAAS of 4	School Certified Staff	\$100.00
District Level TVAAS of 5	School & District Certified Staff	\$200.00
District Level TVAAS of 4	School & District Certified Staff	\$100.00
Level of Effectiveness of 5	School & District Certified Staff	\$200.00
Level of Effectiveness of 4	School & District Certified Staff	\$100.00

2. If I am eligible and meet more than one goal, how will my bonus be calculated?
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