

## Gibson County Special School District 2021-22 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

<b>Description</b>	<p>*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.</p> <p>*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.</p> <p><b>Number of Unique Roles: 2</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area</p> <p>i. Lead Technology Teachers - All certified teachers that receive a LOE Score of 3, 4, or 5 are eligible.</p> <p>II. Lead Teachers - All certified teachers that receive a LOE score of 4 or 5 are eligible.</p>
<b>Compensation Type and Size</b>	<p>i. Lead Technology Teachers - Stipends will depend on the size of school and will range from \$300 to \$1,600 per position.</p> <p>ii. Lead Teachers - Stipends will depend on the size of school and will range from \$300 to \$1,000 per position.</p>
<b>Reach</b>	21
<b>Estimated Cost</b>	\$20,000

### Performance

<b>Description</b>	<p>Teachers will be awarded a performance-based bonus that receive a Level of Overall Effectiveness Score (LOE) of 4 or 5.</p> <p>* Teachers with a LOE score of 4 will receive \$300 each.</p> <p>* Teachers with a LOE score of 5 will receive \$600 each.</p>
<b>Eligibility Criteria</b>	<p><b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers</p> <p><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)</p>
<b>Compensation Type and Size</b>	<p>Teachers with a LOE score of 4 will receive \$300 each.</p> <p>Teachers with a LOE score of 5 will receive \$600 each.</p>
<b>Reach</b>	210
<b>Estimated Cost</b>	\$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); Advanced degrees

For new employees hired after 7/1/2014 the district has an Alternative Salary Schedule composed of 3 lanes: Bachelors, Masters, and 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.

All teachers that receive a Level of Overall Effectiveness (LOE) score of a 3, 4, or 5 will move up one step on the salary schedule. The teachers that receive a LOE score of 1 or 2 will stay at their current step.

**Reach:** 250

**Estimated Cost:** \$130,000

#### 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.

For employees hired after July 1, 2014, the district has an Alternative Salary Schedule composed of 3 lanes: Bachelors, Masters, EDS/Doctorate. Each advanced degree receives an additional \$2,600 per degree level above the bachelors degree lane. 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.

#### Other

Principals and Assistant Principals will receive a Performance Bonus if they have a LOE Score of 4 or 5.

- LOE Score of 4 = \$300
- LOE Score of 5 = \$600

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