

## Richard City Schools

### 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input 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	
N/A	
Performance	
<b>Description</b>	<p>The district will continue to offer a traditional step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teacher if they achieve a LOE score of 3 or greater. The compensation will be given a a bonus. There will be eligibility requirements established in areas such as attendance, certification and other identified areas.</p> <ul style="list-style-type: none"> <li>• Employees cannot miss more than 5 days (days not counted towards the initial 5: dr. appointment with excuse, death of immediate family, loss of property due to fire, weather, etc., or other that has director's prior approval.</li> <li>• Must be certified to teach all classes assigned (must have proof of working certification).</li> <li>• Must be highly qualified in teaching core classes (must have proof of working on certification).</li> <li>• Payout will be in the following year due to the timing of the date.</li> <li>• Payments will be subject to all applicable state and local taxes. The 2021-22 salary schedule will serve as the base for the certified teachers and administrator pay.</li> </ul>
<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> <p>To receive the bonus the employee must be employed full time at the time of payout by Richard Hardy Memorial School unless he/she meets one of the following exceptions:</p> <p>*An individual who retires at the completion of the previous school year will receive</p>
<b>Compensation Type and Size</b>	<p>Compensation will be given as a bonus:</p> <p>3= \$300</p> <p>4= \$400</p> <p>5= \$500</p>
<b>Reach</b>	24
<b>Estimated Cost</b>	\$12,000
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The district salary schedule recognizes the following degrees: BS, MS, MS+, EDS, and EDD.	
Other	

**N/A**

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