

Lake County School System

2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" 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)	
Description	A shortage of math, science, and special education teachers make it difficult to fill these positions. Priority Areas: 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area; Must be licensed in any of the areas previously mentioned. Only new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000.00 for each position
Reach	3
Estimated Cost	\$6,000
Instructional Roles or Responsibilities	
Description	Mentor - Highly effective teachers are selected to serve as mentors to new teachers hired during the 2021-2022 school year and to teachers that have been identified as struggling. Lead teacher - Content and classroom leaders who participate in professional learning opportunities and instructional trainings, develop and redeliver/share learning with teachers and organize/review curriculum, pacing guides and materials to help maximize teacher and student growth and achievement. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area
Compensation Type and Size	Lead Teacher 1 @ \$2,000.00 Mentor Teachers 7 @ \$500.00
Reach	8
Estimated Cost	\$5,500
Performance	
Description	The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator if the district TVAAS composite score is a 3 or greater. The compensation will be given as a one-time bonus. • TVAAS District-Level composite 3= \$300 • TVAAS District-Level composite 4= \$400 • TVAAS District-Level composite 5= \$500 The compensation will be available to all certified staff, including administration and supervisors.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators Eligibility Criteria: District-level TVAAS

Compensation Type and Size	<p>The compensation will be given as a one-time bonus.</p> <ul style="list-style-type: none"> • TVAAS District-Level composite 3= \$300 • TVAAS District-Level composite 4= \$400 • TVAAS District-Level composite 5= \$500
Reach	86
Estimated Cost	\$43,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
There are separate and higher pay schedules for educators with advanced degrees. Degrees include BA, MA, and MA+30.	
Other	
N/A	

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