



## 2015-16 Lewis County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p>1) Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements.</p> <p>2) Provide supplements for Speech Pathologist based on district need.</p> <p>3) Provide supplements for school administrators based on duties assigned to them.</p> <p>4) Supplement for school Psychologist based on duties.</p> <p>5) Provided supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students.</p> <p>6) Provide supplements for CDC teachers in hard to staff schools.</p>	<p>1) Compensations for additional endorsements will not affect base salary and will amount to approximately \$3000 per.</p> <p>2) Speech Pathologist supplements will come as a base pay increase. Amount based on qualifications.</p> <p>3) Administrator supplements will come as based pay increases. The amount will be 10% per extra month worked and/or extra duties.</p> <p>4) Base pay increase based on assigned duties.</p> <p>5) Base pay increase of \$2000.</p> <p>6) Base pay increase of \$2000.</p>	<p>1) The number of teachers eligible is limited only by the need of the district. An estimated 2-3 teachers yearly will receive this compensation.</p> <p>2) Currently 1 teacher. Forecasted 1.</p> <p>3) Currently 6. Forecasted 6.</p> <p>4) Currently 1.5. Forecasted 1.5.</p> <p>5) Currently 1. Forecasted 1.</p> <p>6) Currently 2. Forecasted 2.</p>	<p>1) \$6,000</p> <p>2) \$18,690</p> <p>3) \$33,830</p> <p>4) \$11,339</p> <p>5) \$2,000</p> <p>6) \$4,000</p>	<p>1) 7%</p> <p>2) 39%</p> <p>3) 14%</p> <p>4) 15.6%</p> <p>5) 5.3%</p> <p>6) 4.5%</p>
Performance					

<b>Additional Instructional Roles or Responsibilities</b>	<b>1) Elementary technology assistant who is skilled in basic computer operations.</b> <b>2) Middle School Music.</b> <b>3) High School Music.</b> <b>4) CTE 12<sup>th</sup> month. Must work during the summer months.</b>	<b>1) \$2,500 base increase</b> <b>2) \$4,550 base increase</b> <b>3) \$7,100 base increase</b> <b>4) \$5,825 base increase</b>	<b>1) One – one</b> <b>2) One – one</b> <b>3) One – one</b> <b>4) One – one</b>	<b>1) \$2,500</b> <b>2) \$4,550</b> <b>3) \$7,100</b> <b>4) \$5,825</b>	<b>1) 5%</b> <b>2) 12.2%</b> <b>3) 19%</b> <b>4) 17.5%</b>
<b>Education</b>	<b>The district will continue to provide base pay increases for additional degrees above a Bachelor's.</b>	<b>Qualifying teachers will receive a base pay increase. See attached schedule.</b>	<b>Currently 101. Forecasted 101.</b> <b>The average increase per advanced degree for our system is approximately \$4000.</b>		
<b>Experience</b>	<b>The district will continue to award step increases for years of experience up to 20 years. The attached salary schedule contains proposed amounts.</b>	<b>Qualifying teachers will receive a base pay increase See attached schedule.</b>	<b>All</b> <b>The average step increase is \$400 per year up to 20 years.</b>		
<b>Other</b>					