

LEWIS COUNTY SCHOOL DISTRICT					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	1). Provide tuition, books and pay for Praxis exams for additional endorsements required to fulfill state requirements. 2). Provide supplements for Speech Pathologist based on district need. 3). Provide supplements for school administrators based on duties assigned to them. 4). Supplement for school Psychologist based on duties. 5). Provide supplement for ESL teacher. Teacher must be certified and meet regularly with ESL students. 6). Provide supplements for CDC teachers in hard to staff schools. 7) Provide supplement for guidance based on duties assigned to them.	1.) Compensations for additional endorsements will not affect base salary. 2). Speech Pathologist supplements will come as a base pay increase. Amount based on qualifications. 3). Administrator supplements will come as based pay increases. The amount will be 10% per extra month worked and/or extra duties. 4). Base pay increase based on assigned duties. 5). Base pay increase of \$2000. 6). Base pay increase of \$2000. 7). Base pay increase of 10% plus additional duties.	1). The number of teachers eligible is limited only by the need of the district. An estimated 6 teachers yearly will receive this compensation. 2). Currently 1 teacher, Forecast 1 3). Currently 8, Forecast 8 4). Currently 1.5, forecast 1.5 5). Currently 1, Forecast 1 6). Currently 2, Forecast 2 7). Currently 1, Forecast 1	1). \$8,000 2). \$18,690 3). \$42,236 4). \$9,000 5). \$2,000 6). \$4,000 7). \$7,500	1). 7% 2). 39% 3). 22% 4). 12.0% 5). 5.3% 6) 4.5% 7). 14%

<b>Performance</b>					
<b>Additional Instructional Roles or Responsibilities</b>	1). Elementary technology assistant who is skilled in basic computer operations. 2). Middle School Music 3). High School Music 4). CTE 12 <sup>th</sup> month. Must work during the summer months.	1). \$2,500 base increase 2). \$4,550 base increase 3). \$7,100 base increase 4). \$5,825 base increase	1). Current 1, forecast 1 2). Current 1, forecast 1 3). Current 1, forecast1 4). Current 1, forecast 1	1). \$2,500 2). \$4,550 3). \$7,100 4). \$5,825	1). 5% 2). 12.2% 3). 19% 4). 17.5%
<i>Education*</i>	The district will continue to provide base pay increases for additional degrees above a Bachelor's.	Qualifying teachers will receive a base pay increase. See attached schedule.	Currently 92; forecast 92		
<i>Experience*</i>	The district will continue to award step increases for years of experience up to 20 years. The attached salary schedule contains proposed amounts.	Qualifying teachers will receive a base pay increase. See attached schedule.	Currently 112; forecast 112		
Other					

*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*