

LEXINGTON--391					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)					
Performance	Starting in 2015-16 current teachers had the option to choose one of two base pay determination tracks: (1) the salary schedule that uses evaluation to determine base pay changes track (STRIVE) or (2) a revised step and level salary schedule based on years of experience and education. A teacher may opt of STRIVE at the end of any school year. In order to move from step and level to STRIVE, a teacher must have scored at least a 4 on their	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE) Individual TVAAS or Portfolio Growth Score School level TVAAS District Level TVAAS	Teachers who choose STRIVE: Teachers who receive a Summative Evaluation Score of 3 will receive a base pay increase of 1%. Teachers with a score <3 will not receive a base pay increase. Base salary increases range from 1% -3%, & increase incrementally as an educator's Summative Evaluation score improve beyond the	25	\$15,000

	<p>Educator Effectiveness Score for three consecutive years.</p> <p>Teachers new to LCSS are placed on the 2016-17 step and level salary schedule. In order to move from step and level to STRIVE, a teacher must have scored at least a 4 on their Educator Effectiveness Score for three consecutive years.</p> <p>The Performance Bonus component is tied to individual, team, school, and district TVAAS measures. All district and school certified staff are eligible for the Bonus component if eligibility criteria is met. To be eligible, a score of 3 or more on the TIGER summative evaluation must be attained, a 95% instructional day attendance rate must be met, and employment date must be within the first 20 calendar days of the first day of school. The Bonus award varies by participation groups and levels of performance. Bonus awards range from \$100 - \$1900.</p>		<p>level 3. Base pay increases could range from approximately \$375 to \$1693.</p> <p>Please see attached document "2027-2018 Lexington City Bonus Qualifiers" for the amount of compensation per performance criteria.</p>		
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Additional Instructional Roles or Responsibilities	Teacher Leaders will be compensated for mentoring new teachers and supporting other teachers with specific needs. Teacher Leaders will be Level 4 or 5 teachers who must apply, be interviewed, and submit a writing sample. They will be assigned a grade span of teachers or a subject area (ELA and math) to support. Teacher Leaders will collaborate with the Director of Teaching & Learning, academic coaches, and principals on the specific needs of teachers.	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area	Teacher Leaders will be paid \$2,000 annually for their duties.	3	\$6,000
Education*	Compensation for advanced degree will follow the step and level track only.				
Other					

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

2017- 2018 LEXINGTON CITY STRATEGIC COMPENSATION BASE PAY TRACKS

1. **What are my Base Pay Track choices?**
 - a. STRIVE Track including opportunities for bonuses
 - b. Step and Level Track including opportunities for bonuses
2. **What is the STRIVE Track?**
 - a. STRIVE: Successful Teacher Recognition Incentive for Valuing Excellence
 - b. Teacher's base pay increase each year will be based on his/her **Level of Effectiveness (LOE)** which is figured to the hundredth place.
 - c. Teachers may earn a 1 to 3 percent increase on their base salary if their **LOE** is between a 3 and a 5.
3. **What is the Step and Level Track?**
 - a. Teacher's base pay will be determined by the 2017-18 LCSS Step and Level Salary Schedule which is based on the teacher's years of experience and degree status. **LOE** is not a component of the Step and Level Track.
4. **What is the Level of Effectiveness (LOE) and which teachers receive it?**
 - a. The score is determined by the state's Educator Evaluation Formula (also referred to as the evaluation score).
 - b. Scores are based on a 1-5 scale and will be comprised of the qualitative score, student value added score, and achievement measures.
 - c. The qualitative score will come from the TIGER evaluation model.
 - d. The value-added score will come from a teacher's individual TVAAS data if he/she has it or his/her school's school-wide TVAAS data if they do not have their own.
 - e. The achievement measure will be determined locally based on options provided by the TNDOE. LCSS uses STAR benchmark data.
 - f. All teachers, principals, and special populations including: academic coaches, school psychologist, speech-language pathologist, counselors, librarians, media specialists, instructional specialist, music, art, and PE or any other teachers who have student contact will receive a Level of Effectiveness.
5. **Who provides the Level of Effectiveness (LOE) to teachers and when?**
 - a. Educator Effectiveness Scores figured to the hundredth place will be provided by the TNDOE on TNCompass.
6. **Are supplements such as academic, athletic, or band, etc. part of strategic compensation?**
 - a. No, supplements are paid for specific activities outside the scope of strategic compensation.
7. **What if an educator chooses the Step and Level Track but their current base pay exceeds their level on this track?**
 - a. The educator's base pay will never decrease.
 - b. If the Step and Level Track is chosen, educators will remain at their current base pay until they reach a step and level that exceeds their current base pay.
8. **How many time can I "opt-in" or "opt-out"?**
 - a. A teacher may opt out of STRIVE at the end of any school year.
 - b. If a current STRIVE teacher opts out of STRIVE and opts into the Step and Level Track, the teacher must have 3 consecutive years of a 4 or 5 LOE before he/she can opt back into STRIVE again.
 - c. All new hires will be entered into the Step and Level Track. The teacher must have 3 consecutive years of a 4 or 5 LOE with the LCSS before he/she can choose to opt into STRIVE.

S.T.R.I.V.E Base Pay Percent Increases

MEASURE: Evaluation Performance Index (EPI) Score

Observation (50%) + TVAAS (35%) + Other Measures (15%) = EPI

Evaluation Score*	Base Increase
3.00 to 3.01	1.00%
3.02 to 3.03	1.02%
3.04 to 3.05	1.04%
3.06 to 3.07	1.06%
3.08 to 3.09	1.08%
3.10 to 3.11	1.10%
3.12 to 3.13	1.12%
3.14 to 3.15	1.14%
3.16 to 3.17	1.16%
3.18 to 3.19	1.18%
3.20 to 3.21	1.20%
3.22 to 3.23	1.22%
3.24 to 3.25	1.24%
3.26 to 3.27	1.26%
3.28 to 3.29	1.28%
3.30 to 3.31	1.30%
3.32 to 3.33	1.32%
3.34 to 3.35	1.34%
3.36 to 3.37	1.36%
3.38 to 3.39	1.38%
3.40 to 3.41	1.40%
3.42 to 3.43	1.42%
3.44 to 3.45	1.44%
3.46 to 3.47	1.46%
3.48 to 3.49	1.48%

Evaluation Score*	Base Increase
3.50 to 3.51	1.50%
3.52 to 3.53	1.52%
3.54 to 3.55	1.54%
3.56 to 3.57	1.56%
3.58 to 3.59	1.58%
3.60 to 3.61	1.60%
3.62 to 3.63	1.62%
3.64 to 3.65	1.64%
3.66 to 3.67	1.66%
3.68 to 3.69	1.68%
3.70 to 3.71	1.70%
3.72 to 3.73	1.72%
3.74 to 3.75	1.74%
3.76 to 3.77	1.76%
3.78 to 3.79	1.78%
3.80 to 3.81	1.80%
3.82 to 3.83	1.82%
3.84 to 3.85	1.84%
3.86 to 3.87	1.86%
3.88 to 3.89	1.88%
3.90 to 3.91	1.90%
3.92 to 3.93	1.92%
3.94 to 3.95	1.94%
3.96 to 3.97	1.96%
3.98 to 3.99	1.98%

Evaluation Score*	Base Increase
4.00 to 4.01	2.00%
4.02 to 4.03	2.02%
4.04 to 4.05	2.04%
4.06 to 4.07	2.06%
4.08 to 4.09	2.08%
4.10 to 4.11	2.10%
4.12 to 4.13	2.12%
4.14 to 4.15	2.14%
4.16 to 4.17	2.16%
4.18 to 4.19	2.18%
4.20 to 4.21	2.20%
4.22 to 4.23	2.22%
4.24 to 4.25	2.24%
4.26 to 4.27	2.26%
4.28 to 4.29	2.28%
4.30 to 4.31	2.30%
4.32 to 4.33	2.32%
4.34 to 4.35	2.34%
4.36 to 4.37	2.36%
4.38 to 4.39	2.38%
4.40 to 4.41	2.40%
4.42 to 4.43	2.42%
4.44 to 4.45	2.44%
4.46 to 4.47	2.46%
4.48 to 4.49	2.48%

Evaluation Score*	Base Increase
4.50 to 4.51	2.50%
4.52 to 4.53	2.52%
4.54 to 4.55	2.54%
4.56 to 4.57	2.56%
4.58 to 4.59	2.58%
4.60 to 4.61	2.60%
4.62 to 4.63	2.62%
4.64 to 4.65	2.64%
4.66 to 4.67	2.66%
4.68 to 4.69	2.68%
4.70 to 4.71	2.70%
4.72 to 4.73	2.72%
4.74 to 4.75	2.74%
4.76 to 4.77	2.76%
4.78 to 4.79	2.78%
4.80 to 4.81	2.80%
4.82 to 4.83	2.82%
4.84 to 4.85	2.84%
4.86 to 4.87	2.86%
4.88 to 4.89	2.88%
4.90 to 4.91	2.90%
4.92 to 4.93	2.92%
4.94 to 4.95	2.94%
4.96 to 4.97	2.96%
4.98 to 5.00	3.00%

2017-2018 Lexington City Bonus Qualifiers

1. How do I qualify for the LCSS Bonus?
 - a. You must have a score of 3 or more on the TIGER summative.
 - b. You must have a 95% instructional day attendance rate. (2017-2018 – 176 instructional days – You may not be absent more than 8.8 days.)
 - c. You must be employed within the first 20 calendar days of the first day of school.

Goal	Eligible Personnel	Amount
District determination: Exemplary	District and School Certified Staff	\$500.00
School determination: Reward **	District and School Certified Staff	\$500.00
Individual TVAAS score of 5	4-8 Classroom State Tested Teachers	\$700.00
Individual TVAAS score of 4	4-8 Classroom State Tested Teachers	\$600.00
District-Wide TVAAS Literacy Composite Score of 5	District Certified Staff	\$200.00
District-Wide TVAAS Literacy Composite Score of 4	District Certified Staff	\$100.00
School-Wide TVAAS Literacy Composite Score of 5	School Certified Staff	\$200.00
School-Wide TVAAS Literacy Composite Score of 4	School Certified Staff	\$100.00
District-Wide TVAAS Composite Score of 5	Non-State Tested District Certified Staff	\$200.00
District-Wide TVAAS Composite Score of 4	Non-State Tested District Certified Staff	\$100.00
School-Wide TVAAS Composite Score of 5	Non-State Tested School Certified Staff	\$200.00
School-Wide TVAAS Composite Score of 4	Non-State Tested School Certified Staff	\$100.00

**The maximum a district eligible staff may receive is \$500.00 if both schools earn Reward status.

2. If I am eligible and meet more than one goal, how will my bonus be calculated?
 - a. Your bonus will be a sum total of all goals met.
3. How and when will any bonuses be distributed?
 - a. Bonuses will be distributed in a one time pay-out in the fall, pending the return of data from the TNDOE.
4. If I choose not to work for the LCSS system next year or if my LCSS contract has not been renewed, will I receive the bonus pay?
 - a. No, if you leave LCSS or if your contract is not renewed, you will not receive a bonus.
 - b. If you retire and are eligible, you will receive your bonus.
5. If I do not choose the STRIVE track, am I eligible for any bonus pay?
 - a. Yes, educators on either track (STRIVE or Step and Level) are eligible for bonus pay.
6. Is there a separate bonus for attendance (95% and above) in addition to SC bonuses?
 - a. Attendance is a qualifier for bonus pay. There is no separate bonus for attendance.
7. How does attendance play into the Bonus Pay?
 - a. You must be in attendance 95% of the instructional school year days to receive the bonuses.
 - b. The following absences are excused from the 95% attendance qualifier: military leave, jury duty, FMLA, or off-campus school duties.
8. Bonuses are pending program funding and are reviewed yearly.