

## Lexington City Schools

### 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input checked="" type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
N/A	
Instructional Roles or Responsibilities	
<b>Description</b>	1. Teacher Leaders: Mentor to new teachers and support other teachers with specific professional development and instructional practices needs. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area 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 and Learning, academic coaches, and principals on the specific needs of teachers.
<b>Compensation Type and Size</b>	Teacher Leaders will receive \$1,000 each annually.
<b>Reach</b>	4
<b>Estimated Cost</b>	\$4,000
Performance	
<b>Description</b>	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 - \$800. Educators who have opted into STRIVE (Lexington City's strategic compensation plan) will receive a base pay increase of \$350 for a LOE of 3, \$700 for a LOE of 4, and \$1,050 for a LOE of 5. There is a \$60,000 base pay salary cap.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers, Non-tested teachers, Portfolio teachers <b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE), Individual TVAAS or, Portfolio Growth Score, School level TVAAS, District Level TVAAS, Other: The School and District Success Rate Please see attached document "2018-2019 Lexington City Bonus Qualifiers" for eligibility guidelines and specific information regarding bonus payouts.
<b>Compensation Type and Size</b>	\$100 - \$800 Please see attached document "2018-2019 Lexington City Bonus Qualifiers" for the amount of compensation per performance criteria.
<b>Reach</b>	48
<b>Estimated Cost</b>	\$28,000

### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** Yes

Annual base pay increases determined using evaluation criteria

### Education\*

If an educator is on the step and level, compensation for earning an advanced degree will be based on years of experience and level of degree (BA, MA, Ed.S or Ph.D). If an educator is on STRIVE (strategic compensation plan), there is no compensation for an advanced degree. Due to a lack of licensed administrators, educators who take and pass the Administrator's Praxis and become licensed will be compensated for the fee of the Praxis.

### Other

N/A

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

## 2018- 2019 LEXINGTON CITY STRATEGIC COMPENSATION

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)**.
  - c. Teachers may earn \$350 for a LOE of 3, \$700 for a LOE of 4, and \$1050 for a LOE of 5.
  - d. A base pay salary cap of \$60,000 applies to all.
3. **What is the Step and Level Track?**
  - a. Teacher's base pay will be determined by the 2018-19 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.
  - 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. The Level of Effectiveness (LOE) will be provided by the TNDOE found on the educator's TNCompass page after the end of the school year.
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" of STRIVE?**
  - 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.
9. **Are there other ways to earn additional compensation?**
  - a. Educators who take and pass the Administrative (SLLA) Praxis and become licensed will be reimbursed for the actual fee of the Praxis exam.
  - b. Educators can apply to be Teacher Leaders in the school. Teacher Leaders will be compensated \$1000.

## 2018-2019 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. (2018-2019 – 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
Individual TVAAS score of 5	Classroom State Tested Teachers	\$200.00
Individual TVAAS score of 4	Classroom State Tested Teachers	\$100.00
Grade Level Success Rate – TBD	Grade Level Classroom Teachers	\$200.00
School Level Success Rate – TBD	School & District Certified Staff	\$200.00
District Level TVAAS of 5	School & District Certified Staff	\$200.00
District Level TVAAS of 4	School & District Certified Staff	\$100.00

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. Grade level classroom ELA, math, science, & social studies teachers of record are eligible for the Grade Level Success Rate.
9. **Success Rate is the number of On Track & Mastered divided by the total number of tested in all of the tested areas combined.**
10. Bonuses are pending program funding and are reviewed yearly.