

Lake County Schools

2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	We are paying a retention bonus for a qualified math teacher for our high school. Priority Areas: 9-12 (Math)
Eligibility Criteria	Certified in content/grade area The only requirement is for the teacher to be certified in the content area. Current teachers
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: One math position at the high school level will be compensated in the amount of \$2,000.
Reach	1
Estimated Cost	\$2,000
Instructional Roles or Responsibilities	
Description	Roles and responsibilities include providing additional instructional support by performing duties within the school to increase teacher effectiveness and student achievement. These teachers will serve as mentors, collaborative learning leaders, core coaches, and will help develop classroom assessments. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of Overall Effectiveness (LOE) Certified in content/grade area
Compensation Type and Size	(8) x \$1,500
Reach	8
Estimated Cost	\$12,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Their annual salary increases incrementally according to years of experience and according to degree level. Pay increase for MA and up to MA+.	
Other	
N/A	

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