

STRIVE Base Pay Percent Increases

MEASURE: Educator Effectiveness Score

Observation (60/50%) + TVAAS (25/35%) + Other Measures (15%)

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%

2013-2014 STRIVE Base Pay Qualifiers

1. What is the purpose of the LCSS Strategic Compensation (SC) model?
 - a. SC will recognize and reward effective teachers by providing opportunity for salary advancement through increases in base pay and bonuses.
 - b. Long term SC will enhance overall teacher effectiveness and therefore increase opportunities for all students.
2. What is LCSS SC model?
 - a. **STRIVE: Successful Teacher Recognition Incentive for Valuing Excellence**
3. What is the Educator Effectiveness Score 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 60% or 50% qualitative score, 35% or 25% student value added score, and 15% other measures.
 - c. The 60/50% qualitative score will come from the TIGER evaluation model.
 - d. The 35/25% value-added score will come from a teacher's individual data if he/she has it or his/her school's school-wide data if they do not have their own.
 - e. The 15% other measures will be determined 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 specialist, instructional specialist, music, art, and P.E. or any other teachers who have student contact will receive a Teacher Educator Effectiveness Score.
4. Who provides the Educator Effectiveness Score to teachers and when?
 - a. Educator Effectiveness Scores will be provided by the TNDOE.
 - b. 2013-2014 assessment and evaluation data will be available during the summer of 2014.
5. What effect does my Educator Effectiveness Score have on SC?
 - a. Teachers who "opt-in", are employed within the first 20 days of the school year, and have a composite score of 3 – 5 will have met criteria for baseline salary raises.
 - b. Teachers who qualify will earn a 1 to 3 percent increase on the next year's base salary.
6. What if a teacher does not want to participate in SC?
 - a. Teachers have the option to "opt-in" or "opt-out" of STRIVE.
 - b. Teachers new to LCSS must opt-in and do not have the opt-out option.
 - c. Teachers who "opt-out" of STRIVE will stay on the 2011-2012 step-and-level pay scale.
7. How many times can I "opt-in" or "opt-out"?
 - a. Other teachers may opt-out ONE time only (In-Out-In or Out-In).
8. What if I am in line for a substantial raise on the 2011-2012 LCSS salary schedule?
 - a. Scenario: If Johnny is currently in his 14th year, he could consider opting out this year and receive the step and level salary increase for 2013-2014 then consider opting in to the STRIVE program.
 - b. Teachers will need to review their own situations to determine what will be best for them.
9. Are supplements such as academic, athletic, or band, etc. part of SC?
 - a. No, supplements are paid for specific activities outside the scope of SC.
10. What about advanced degree status under SC?
 - a. Any 2010-2011 LCSS employee enrolled in an approved advanced degree program as of January 1, 2011 and completes his/her degree by December 31, 2013 will receive a degree base-pay adjustment based on the 2011-2012 LCSS salary schedule.
 - b. Beginning in 2013-2014, STRIVE eligible educators who complete an approved advanced degree program will receive \$5,000.00 as a one-time acknowledgment of degree advancement.
 - c. Teachers receiving base-pay increases outlined in part a are not eligible for bonuses described in part b.

2013-14 STRIVE Bonus Qualifiers

1. How do I qualify for the STRIVE Bonus?
 - a. You must opt-into STRIVE.
 - b. You must have a score of 3 or more on the TIGER summative.
 - c. You must have a 95% instructional day attendance rate. (2013-14 – 176 instructional days)
 - d. You must be employed within the first 20 calendar days of the first day of school.

Goal	Eligible Personnel	Amount
System meets majority of AMOs (ACH & GAP) and does not regress.	PK-8 Certified Teachers	500.00
School meets majority of AMOs (ACH & GAP) and does not regress. (Applies only if the system does not make the goal and the school does.)	PK-8 Certified Teachers	250.00
Grade level team meets math 67% and RLA 64.5%	K-8 General Education and Special Education Teachers	200.00
Individual TVAAS score of 5	1-8 Classroom Tested Teachers	300.00
Individual TVAAS score of 4	1-8 Classroom Tested Teachers	150.00
School meets majority of AMOs (ACH & GAP) and does not regress.	Principals	1,000.00
School meets majority of AMOs (ACH & GAP) and does not regress.	Assistant Principals	750.00
School(s) meet(s) majority of AMOs (ACH & GAP) and does not regress.	Academic Coaches	750 (1) or 1,000 (2)
System meets majority of AMOs (ACH & GAP) and does not regress. (Applies only if the system makes the goal and school does not.)	Principals, Assistant Principals, and Academic Coaches	500.00

Goals may be adjusted based on the most current State issued AMOs & Teacher Evaluation Composite Scores.

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.
 - b. Example: You are a fifth grade science teacher who receives a TVAAS score of 5. Your fifth grade team makes the math and RLA AMOs and the system meets the majority of their AMOs and does not regress. Your bonus would be \$1,000.00 (500 + 200 + 300).
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 opt-in, am I eligible for any bonus pay?
 - a. You must opt-in to be 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. How much are SC bonuses?
 - a. Bonuses are pending program funding and may not occur every year.

LEXINGTON CITY BOARD OF EDUCATION

Salary Schedule / Certified Personnel / School Year 2011 - 2012

Educational													
Bachelors		Masters		Masters + 30		Specialist		Doctorate					
0	\$ 33,397	0	\$ 36,375	0	\$ 39,101	0	\$ 40,435	0	\$ 43,633				
1	\$ 34,729	1	\$ 37,772	1	\$ 40,515	1	\$ 41,905	1	\$ 45,221				
2	\$ 34,729	2	\$ 37,772	2	\$ 40,515	2	\$ 41,905	2	\$ 45,221				
3	\$ 34,729	3	\$ 37,772	3	\$ 40,515	3	\$ 41,905	3	\$ 45,221				
4	\$ 35,023	4	\$ 38,148	4	\$ 40,852	4	\$ 42,256	4	\$ 45,600				
5	\$ 35,664	5	\$ 38,902	5	\$ 41,649	5	\$ 43,086	5	\$ 46,496				
6	\$ 36,072	6	\$ 39,346	6	\$ 42,095	6	\$ 43,549	6	\$ 46,996				
7	\$ 36,465	7	\$ 39,808	7	\$ 42,535	7	\$ 44,007	7	\$ 47,491				
8	\$ 36,852	8	\$ 40,259	8	\$ 42,960	8	\$ 44,253	8	\$ 47,756				
9	\$ 37,231	9	\$ 40,680	9	\$ 43,421	9	\$ 44,928	9	\$ 48,486				
10	\$ 37,908	10	\$ 41,426	10	\$ 44,218	10	\$ 45,758	10	\$ 49,382				
11	\$ 38,332	11	\$ 41,871	11	\$ 44,705	11	\$ 46,264	11	\$ 49,928				
12	\$ 38,742	12	\$ 42,284	12	\$ 45,097	12	\$ 46,672	12	\$ 50,369				
13	\$ 39,125	13	\$ 42,765	13	\$ 45,591	13	\$ 47,185	13	\$ 50,923				
14	\$ 39,544	14	\$ 43,241	14	\$ 46,027	14	\$ 47,638	14	\$ 51,413				
15	\$ 41,171	15	\$ 45,002	15	\$ 47,871	15	\$ 49,557	15	\$ 53,485				
16	\$ 41,171	16	\$ 45,002	16	\$ 47,871	16	\$ 49,557	16	\$ 53,485				
17	\$ 41,171	17	\$ 45,002	17	\$ 47,871	17	\$ 49,557	17	\$ 53,485				
18	\$ 41,171	18	\$ 45,002	18	\$ 47,871	18	\$ 49,557	18	\$ 53,485				
19	\$ 41,171	19	\$ 45,136	19	\$ 47,871	19	\$ 49,557	19	\$ 53,485				
20	\$ 41,475	20	\$ 45,330	20	\$ 48,219	20	\$ 49,919	20	\$ 53,875				
21	\$ 41,475	21	\$ 45,330	21	\$ 48,219	21	\$ 49,919	21	\$ 53,875				
22	\$ 41,475	22	\$ 45,330	22	\$ 48,219	22	\$ 49,919	22	\$ 53,875				
23	\$ 41,475	23	\$ 45,330	23	\$ 48,219	23	\$ 49,919	23	\$ 53,875				
24	\$ 41,475	24	\$ 45,330	24	\$ 48,219	24	\$ 49,919	24	\$ 53,875				
25	\$ 41,780	25	\$ 45,658	25	\$ 48,251	25	\$ 50,278	25	\$ 54,265				
26	\$ 41,780	26	\$ 45,658	26	\$ 48,251	26	\$ 50,278	26	\$ 54,265				
27	\$ 41,780	27	\$ 45,658	27	\$ 48,251	27	\$ 50,278	27	\$ 54,265				
28	\$ 41,780	28	\$ 45,658	28	\$ 48,251	28	\$ 50,278	28	\$ 54,265				
29	\$ 41,780	29	\$ 45,658	29	\$ 48,251	29	\$ 50,278	29	\$ 54,265				
30	\$ 42,083	30	\$ 45,986	30	\$ 48,913	30	\$ 50,640	30	\$ 54,655				
31	\$ 42,083	31	\$ 45,986	31	\$ 48,913	31	\$ 50,640	31	\$ 54,655				

July 1, 2011

Lexington City School System – 2013-2014

S.T.R.I.V.E.

Strategic Compensation Participation Agreement

Please select the following option, as appropriate to your situation:

_____ **New Teacher:** I am an employee who was hired on or after July 1, 2011, and I am included in STRIVE.

_____ **Opt-in option:** I am an employee hired prior to July 1, 2011, and I am opting in to STRIVE.

or

_____ **Opt-out option:** I elect to remain on the LCSS 2011-2012 Step and Level Salary Schedule and understand that I may only **opt-out once**.

By Opting-In to Strategic Compensation, I understand that I will:

- Be eligible for base pay raises and bonuses if performance targets are met
- Be eligible for base pay raises and bonuses if eligibility requirements are met
- Earn base pay increases if my Educator Effectiveness Score is 3 or greater (effectiveness score composed of 60/50% qualitative, 35/25% value added, and 15% achievement/growth measure)
- Earn bonuses if designated goals are met

Signatures

Printed Name: _____

School Assignment: _____

Teacher's Signature: _____ Date: _____

For Central Office use only

Date received in Central Office: _____

Director's Signature: _____ Date: _____