

Lebanon Special School District 2019-20 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	LSSD will give up to \$1,000 signing bonus to select newly hired teachers who will be teaching in hard to staff/specialty areas. \$500 (less applicable taxes) will be paid at the successful completion of the first and second semesters of the school year. If the candidate is enrolled in a university program to obtain proper endorsement, he/she must complete the program within two years of beginning the program. If this requirement is not met, the teacher will be responsible for reimbursing the district 100% of the bonus amount. The teacher must remain employed with LSSD for a period of no less than two years, unless the district determines that it is not in its interest to employ the teacher. Priority Areas: K-4 (Library Media Specialist), 5-8 (Library Media Specialist)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: Up to \$1,000 signing bonus per role, as needed (two installments)
Reach	1
Estimated Cost	\$1,000
Instructional Roles or Responsibilities	
Description	Lead mentors, mentors, learning leaders, team/PLC leaders, coaches, vertical team leaders and STEM leaders. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) Each position is chosen by the school principal. A teacher would be eligible to be chosen for each of the leadership positions based on proven instructional effectiveness, leadership qualities, work ethic, and respect among peers.
Compensation Type and Size	Learning Leaders - \$500 Team/PLC Leaders - \$350 Coaches - \$200 Vertical Team Leader - \$25/mtg. (10 mtgs.) STEM Leaders - \$200 Mentors - \$75 Lead Mentors - \$250
Reach	150
Estimated Cost	\$65,000
Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule is based on traditional experience and degree levels (BA, MA, MA+30, EDS, & Doctorate).

Other

National Board Certified Teachers are compensated \$1,200 annually (per teacher - 3 total).

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