

Lebanon Special School District 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input 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)	
N/A	
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.	
Other	
\$1,200 annually per teacher who is National Board Certified	

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