

## Lawrence County Schools

### 2021-22 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	
<b>Description</b>	Preparing and Delivering Professional Development Serving as Teacher Leader <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days); Years of experience All criteria will not apply to each selection of an educator for each instructional role; however, all criteria will be used at various time periods.
<b>Compensation Type and Size</b>	\$500
<b>Reach</b>	20
<b>Estimated Cost</b>	\$10,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Educators are compensated for BS, MA, MA+30, EDS, and EdD/PhD. Educators have an official transcript sent to the Director of Human Resources. Employees are paid at the new compensation rate based upon the conferral date noted on the transcript.	
Other	
N/A	

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