

Lexington

2023-23 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The following positions have been difficult to fill for Lexington City: School Psychologist. Priority Areas: K-4 (School Psychology), 5-8 (School Psychology)
Eligibility Criteria	Certified in content/grade area The School Psychologist will be paid a degree above the step and level pay scale. We have had no applicants for school psychologist and have made extensive searches with universities and other systems. If one comes available, we will negotiate their salary based on experience. Certified in content/grade Current teachers New hires
Compensation Type and Size	Compensation Type: Signing/Recruitment Bonus Type: Compensation Amount: This amount will be negotiated based on their experience.
Reach	1
Estimated Cost	This amount will be negotiated based on their experience.
Instructional Roles or Responsibilities	
Description	Academic Coaches - Lexington City will have 2 academic coaches. One academic coach focuses on ELA for PK - 8 and the other focuses on math for PK - 8. Their other instructional roles include mentoring new and lower performing teachers, helping to build relationships and increase effective educator practices, and support educators with data and and meeting the needs of specific populations. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience Advanced degrees The academic coaches are seasoned teachers who have been in the classroom for many years. They have a good repour with the teachers and are respected.
Compensation Type and Size	Academic coaches work 10.5 months and are paid based on their degree and experience on the step and level pay scale. They get a \$360 stipend to compensate for their cell phone.
Reach	2
Estimated Cost	\$720

Performance

Description

The Performance Bonus is tied to Individual/Portfolio TVAAS, School Level TVAAS, District Level TVAAS, and Overall Level of Effectiveness Scores. All district and school certified staff are eligible for the Bonus if eligibility criteria is met. To be eligible, a score of 3 or more on the TIGER Summative evaluation must be attained, a 95% instructional day attendance rate must be met, and employment date must be within the first 20 calendar days of the first day of school. The Bonus award varies by participation groups and levels of performance. Bonus awards range from \$100 to \$800.

Eligibility Criteria

Eligible Teachers: Tested teachers

Non-tested teachers

Portfolio teachers

School administrators

Other instructional staff

Eligibility Criteria: Level of overall effectiveness (LOE)

Individual TVAAS or portfolio growth score

School-level TVAAS

District-level TVAAS

Additional Criteria: "2022-23 Lexington City Bonus Qualifiers"

1. How do I qualify for the LCSS Bonus?

a. You must have a score of 3 or more on the TIGER summative.

b. You must have a 95% instructional day attendance rate. (2022-2023 - 175 instructional days - You may not be absent more than 8.75 days.)

c. You must be employed within the first 20 calendar days of the first day of school.

d. Goals: Individual/Portfolio TVAAS (5 is \$200/ 4 is \$100)

School Level TVAAS (5 is \$200/ 4 is \$100) District Level

TVAAS (5 is \$200/ 4 is \$100) Level of Effectiveness (5 is \$200/ 4 is \$100)

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.

3. How and when will any bonuses be distributed?

a. Bonuses will be distributed in a onetime 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.

5. Is there a separate bonus for attendance (95% and above) in addition to performance bonus?

a. Attendance is a qualifier for any performance bonus payment.

6. How does attendance play into the Bonus Pay?

a. You must be in attendance 95% of the instructional school year days to receive the performance bonus.

b. The following absences are excused from the 95% attendance qualifier for the performance bonus: military leave, jury duty, FMLA, or

	off-campus school duties.
	c. Military leave, jury duty, FLMA, or off-campus school duties do not apply to the Attendance Bonus.
	7. Bonuses are pending program funding and are reviewed yearly.
Compensation Type and Size	\$100 to \$800
Reach	40
Estimated Cost	\$25,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Educators are compensated for earning advanced degrees based on years of experience and level of degree (BS, MS, and EDS/PHD)	
Other	