

2015-16 Lauderdale Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<u>7-12 Math and Chemistry Teachers – If necessary, hard-to-staff supplement linked to specific performance indicators.</u>	<u>The supplement would likely be paid in a bonus format beginning at \$2,500 for the highest composite teacher effectiveness level and decreasing in increments down to the at expectations level. No bonus for below expectation levels.</u>	<u>Approximately 25 could be eligible to receive</u>	<u>\$40,000</u>	<u>Less than 1%</u>
Performance	<u>LCS will not pay for performance at this point for reasons mostly associated with funding.</u>				
Additional Instructional Roles or Responsibilities	<p><b><u>Additional Instructional Roles (full time):</u></b> Instructional Coach Curriculum Coordinator</p> <p><b><u>Additional Responsibilities (part time):</u></b> Instructional Mentor Extra Classes</p>	<p><u>Instructional Coach:</u></p> <ul style="list-style-type: none"> <li>– <u>Base Salary Increase averaging \$2000</u></li> </ul> <p><u>Instructional Mentors:</u></p> <ul style="list-style-type: none"> <li>– <u>Bonus of \$2000</u></li> </ul> <p><u>Curriculum Coordinators:</u></p> <ul style="list-style-type: none"> <li>– <u>Base Salary Increase averaging \$4000 each</u></li> </ul>	<p><u>25 Employees are eligible for this type of compensation including:</u></p> <p><u>8 instructional coaches</u> <u>10 mentors</u> <u>6 curriculum coordinators</u> <u>6 extra classes</u></p>	<u>\$ 84,240</u> <u>(including benefits)</u>	<u>Approx. 1%</u>

		<u>Extra Classes</u> – <u>Bonus of \$2000</u>			
<b>Education</b>	<u>Lauderdale County Schools has a compensation tract for 5 levels of degree attainment; Bachelors, Masters, Masters +30, Ed. Specialist, and Doctorate</u>	<u>All certified employees will be placed in a salary lane for level of education; increasing salary for each level reached</u>	<u>All certified employees (374) are eligible for this benefit</u>	<u>The approx. avg. increase from one level of degree to another is \$2,500 per qualifying employee.</u>	<u>2%</u>
<b>Experience</b>	<u>LCS pays certified employees a step increase for up to 21 years of experience.</u>  <u>(2015-16 Salary Schedule inserted below)</u>	<u>All certified employees receive a step increase for years of experience up to 21.</u>	<u>All certified employees (374) are eligible for this benefit</u>	<u>The approx. avg. per step increase is \$600 per qualifying employee.</u>	<u>2%</u>
<b>Other**</b>					

**\*\*In 2015-16, all employees will receive at 3% pay increase even though the projected increase in state funding teacher positions will fall well below the amount needed for these pay increases. The district is striving to make salaries more competitive with other districts in the geographical area in order to recruit and retain teachers. In addition, LCS will continue to offer some of the lowest medical insurance premiums in the state even though LCS is not receiving any additional funding from the state for the 11<sup>th</sup> month of employee premiums. The ADM has declined by 88 students leading to a decrease of appropriately \$200,000 in BEP funding for the coming year. Despite all the obstacles, LCS will still provide very economical medical insurance and 3% pay raise without cutting positions and by being very frugal with funding. Therefore, LCS will be unable to drastically delineate from its current pay plan.**