

Lincoln County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>Hard to staff is identified as a position that has 5 or fewer certified applicants AND is in one of the accountability courses or subjects (examples: EOC, middle school math, middle school science, etc.), special education, or foreign languages. Hard to staff positions will be determined annually by July 1. (See page 11 of attached document.)</i>	<i>The award will be a stipend.</i>	<i>Our model states we will budget a maximum of ten (10) annually. (See page 13 in the attached document.) Awards are divided into two years which means teachers will receive more than one payout as long as they remain employed with the district</i>	<i>District projects up to \$20,000 in a year for new positions but will be expected to maintain payout for past designations.</i>	<i>Less than 1%</i>

Performance	<i>The district will incorporate a salary schedule that uses evaluation criteria to determine base pay increases. (See pages 5-9 in the attached document.)</i>	<i>Teachers who receive a three (3) will receive a base pay increase of \$306, four (4) - \$612, five (5) - \$918.</i>	<i>Nearly 95% of our teachers opted-in and are eligible. All new teachers are automatically in our model.</i>	<i>District has projected \$200,000.</i>	<i>54% of projected budget</i>
Additional Instructional Roles or Responsibilities	<i>Lead Teachers were chosen from applicants having a TEAM Score of three (3), four (4) or five (5). They serve as professional development facilitators and assist their principal in other assigned ways.</i>	<i>Lead Teachers will receive \$4,000.</i>	<i>Only 30 positions will be funded annually for the district.</i>	<i>Each teacher will earn \$4,000. Total cost projected is \$120,000.</i>	<i>\$120,000</i>
Education*	<i>Teachers who opted-in will take their current base pay (See page 1 of the attached document) and convert to the new pay scale (See pages 4-5 of the attached document). State law requires that base pay can never go down.</i>	<i>As noted above, base pay increases with a TEAM Score of three (3), four (4), or five (5). The model does allow for any teacher who started a degree as of December 20, 2013, and completes the program of study within three years will be able to have this degree recognized for compensation by moving to another lane.</i>	<i>From the number of teachers that contacted us about this, we don't anticipate many completing this requirement</i>	<i>This grandfather clause will remain in place for the time allowed. We have no way of knowing the number who will complete this.</i>	<i>~</i>

Experience*	<i>The district will no longer recognize experience as a means of increasing base pay.</i>	<i>As already stated, a teacher increases base pay by receiving a TEAM Score of three (3), four (4), or five (5).</i>	<i>Only teachers who opted-out on December 20, 2013 will remain on the old pay scale (See pages 5 and 6 in the attached document.) and will receive compensation for years of experience through 20 years. This was 5% of our current teachers who opted-out.</i>	<i>5% of our teachers opted-out.</i>	
Other	<i>The district also offers an improvement stipend that uses evaluation criteria to determine base pay increases. (See page 11 of the attached document.)</i>	<i>Teachers who receive a (3) will received a bonus of \$500, (4) \$1,000, (5) 1,500</i>	<i>Only teachers who complete the assigned professional development will be eligible [and receive a three (3), four (4), or five (5)]. 180 teachers signed up for a professional development contract.</i>	<i>If all 180 received a five (5) the maximum payout would be \$270,000.</i>	<i>Roughly 60%</i>

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*