

**Lebanon Special School District  
2016-17 Differentiated Pay Plan**

<b>Differentiated Element</b>	<b>Description</b>	<b>Compensation Type and Size</b>	<b>Reach</b>	<b>Estimated Cost</b>	<b>Estimated Salary Expenditures</b>
	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)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will pay supplements for the following additional instructional roles:</i></p> <ul style="list-style-type: none"> <li>• <i>Lead Mentors</i></li> <li>• <i>Mentors</i></li> <li>• <i>Learning Leaders</i></li> <li>• <i>Team/PLC Leaders</i></li> <li>• <i>Instructional Coaches</i></li> </ul>	<p><i>The compensation will be given as a bonus.</i></p> <ul style="list-style-type: none"> <li>• <i>Lead Mentors – \$200</i></li> <li>• <i>Mentors – \$70</i></li> <li>• <i>Learning Leaders – \$500</i></li> </ul>	289	<p><i>The estimated salary cost of this element is \$63,488.</i></p>	<p><i>This will comprise about .40% of district salary expenditures.</i></p>

	<p><i>(TIGER/TAP)</i></p> <ul style="list-style-type: none"> <li>• <i>Vertical Team Leaders</i></li> <li>• <i>STEM Leaders</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Team/PLC Leaders – \$350</i></li> <li>• <i>Coaches – \$200</i></li> <li>• <i>Vertical Team Leader – \$25/mtg. (10 mtgs.)</i></li> <li>• <i>STEM Leaders – \$200</i></li> </ul>			
<i>Education*</i>	<i>\$11,000. The district will continue to award step increases for each year of experience. The attached salary schedule contains amounts for 2015–16. 2016–17 amounts are yet to be determined.</i>	<i>Each teacher will be paid according to the documentation on record.</i>	<i>289</i>	<i>The estimated salary cost of this element is \$12,836.</i>	<i>This will comprise about .10% of district salary expenditures.</i>
<i>Experience*</i>	<i>\$148,400. The district will continue to award step increases for each year of experience. The attached salary schedule contains amounts for 2015–16. 2016–17 amounts are yet to be determined.</i>	<i>Each teacher will earn a yearly step increase for years of experience.</i>	<i>212</i>	<i>The estimated salary cost of this element is \$173,169.</i>	<i>This will comprise about 1% of district salary expenditures.</i>
<i>Other</i>	<p><i>The district will pay supplements for the following additional instructional role:</i></p> <ul style="list-style-type: none"> <li>• <i>National Board</i></li> </ul>	<p><i>The compensation will be given as a bonus.</i></p> <ul style="list-style-type: none"> <li>• <i>National Board Cert. –</i></li> </ul>	<i>3</i>	<i>The estimated salary cost of this element is \$4,200.</i>	

	<b><i>Certification</i></b>	<b><i>\$1,200</i></b>			
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*\*Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*