

Lauderdale 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>7-12 Math and Chemistry Teachers – If necessary, hard-to-staff supplement linked to specific performance indicators</i>	<i>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</i>	<i>Approximately 25 could be eligible to receive</i>	<i>\$40,000</i>	<i>Less than 1%</i>
Performance	<i>LCS will not pay for performance at this point for reasons mostly associated with funding</i>				

Additional Instructional Roles or Responsibilities	<p>Additional Instructional Roles (full time):</p> <ul style="list-style-type: none"> – Instructional Coach – Curriculum Coordinator <p>Additional Responsibilities (part time):</p> <ul style="list-style-type: none"> – Instructional Mentor – Extra Classes – Alternative School Teacher – Interventions/Tutoring before/after school hours or summer 	<p><i>Instructional Coach:</i></p> <ul style="list-style-type: none"> – Base Salary Increase averaging \$2000 <p><i>Curriculum Coordinators:</i></p> <ul style="list-style-type: none"> – Base Salary Increase averaging \$4000 <p><i>Instructional Mentors:</i></p> <ul style="list-style-type: none"> – \$2000 stipend <p><i>Extra Classes:</i></p> <ul style="list-style-type: none"> – Bonus of \$2000 <p><i>Alternative School:</i></p> <ul style="list-style-type: none"> – Base Salary increase \$1000 <p><i>Tutors/Interventionists:</i></p> <ul style="list-style-type: none"> – \$25/hour 	<p>123 employees are eligible for this type of compensation including:</p> <p>6 instructional coaches</p> <p>6 curriculum coordinators</p> <p>10 mentors (level 4/5 teachers eligible)</p> <p>4 extra classes</p> <p>4 alternative school teachers</p> <p>93 tutors & interventionists (level 3, 4 and 5 teachers eligible)</p>	<p>\$482,300</p>	<p>3%</p>
Education*	<p>Lauderdale County Schools has a compensation tract for 5 levels of degree attainment; Bachelors, Masters, Masters +30, Ed. Specialist, and Doctorate</p>	<p>All certified employees will be placed in a salary lane for level of education; increasing salary for each level reached</p>	<p>All certified employees (358) are eligible for this benefit</p>	<p>The approx. avg. increase from one level of degree to another is \$2,500 per qualifying employee.</p>	<p>2%</p>
Experience*	<p>LCS pays certified employees a step increase for up to 21 years of experience.</p> <p>(2016-17 Salary Schedule attached)</p>	<p>All certified employees receive a step increase for years of experience up to 21.</p>	<p>All certified employees (358) are eligible for this benefit</p>	<p>The approximate average per step increase is \$600 per qualifying employee.</p>	<p>2%</p>

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

***In 2016-17, all employees will receive a 2% pay increase. 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 adequate funding from the state for employee premiums. The ADM has continued to decline leading to a decrease in BEP funding for the coming year. Despite all the obstacles, LCS will still provide very economical medical insurance and 2% pay raise by cutting six positions and by being very frugal with funding. It is also worthy to note that LCS receives approximately 15% of its funding from local revenue when the state average is approximately 35%. Therefore, LCS will be unable to drastically deviate from its current pay plan.*