

Lake County Schools

2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Shortage of certified math and science teachers at the high school level make it difficult to fill these positions. Priority Areas: 9-12 (Math, Science)
Eligibility Criteria	Certified in content/grade area New hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	2
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
Description	Roles and responsibilities include providing additional instructional support by performing duties within the school to increase teacher effectiveness and student achievement. These teachers will serve as mentors, collaborative learning leaders, core coaches, and will help develop classroom assessments. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area
Compensation Type and Size	1500.00
Reach	7
Estimated Cost	\$10,500
Performance	
N/A	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component from their 2019-20 plan.
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Their annual salary increases incrementally according to years of experience and according to degree level. We increase pay for MA, MA+30, EDS, and DR.	
Other	
N/A	

*Education is not a differentiated pay element and does not count toward the mandated criteria.