

Johnson County Schools

2019-20 Differentiated Pay Plan

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

| Hard to Staff (School, Subject, or Placement) | |
|---|---|
| Description | Being in a rural school system that is isolated, we struggle to recruit and retain effective educators in specific content areas. In order to attract educators in these hard to fill areas we have offered an increase in their base pay. Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Science, Other) |
| Eligibility Criteria | Certified in content/grade area *Our 50% Psychologist retired and we hired a 100% Psychologist. We had a very hard time in employing anyone in this position. We have to contract this service out. *Over the past several years we have a hard time in employing speech language pathologist. New hires are eligible. |
| Compensation Type and Size | Compensation Type: Base Pay Increase Compensation Amount: Psychologist - went from a 50% pay of \$33,908 to a 100% pay with increase of \$31,092 for salary of \$65,000 Speech Language Pathologist - We will increase the hourly rate from \$60 to \$62. JCHS Chemistry teacher - We will add an additional \$2,000 to their base pay. |
| Reach | 3 |
| Estimated Cost | \$136,120 |

| Instructional Roles or Responsibilities | |
|---|---|
| Description | Updated May 2020: Due to COVID-19 school closures and portfolio submission being stopped for the 2019-20 school year, the district was unable to provide stipends to portfolio scoring teacher leaders. 2 - #16 New first year teacher PLC 3 - #7 School level technology coaches Number of Unique Roles: 2 |
| Eligibility Criteria | Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience |
| Compensation Type and Size | 2 - \$400 one time stipend 3 - \$600 one time stipend |
| Reach | 27 |
| Estimated Cost | \$12,600 |

| Performance | |
|--------------------|---|
| Description | Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for the 2019-20 school year, the district has elected to utilize 2018-19 performance data to award 2019-20 performance base pay increases. Annual base pay increases determined using Level of Overall Effectiveness |

(LOE). Teachers may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance. Each lane is an increase of \$250. There are 90 steps to the pay schedule.

| | |
|-----------------------------------|---|
| Eligibility Criteria | Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers Eligibility Criteria: Level of overall effectiveness (LOE) |
| Compensation Type and Size | TEAM LOE Level 5 - 3 steps (\$750) TEAM LOE Level 4 - 2 steps (\$500) TEAM LOE Level 3 - 1 step (\$250) |
| Reach | 125 |
| Estimated Cost | \$70,250 |

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria

Criteria: Level of overall effectiveness (LOE); Advanced degrees

- 1st advanced degree = +16 steps (\$4,000)
- 2nd advanced degree = +14 steps (\$3,500)
- 3rd advanced degree = +12 steps (\$3,000)

**This was approved by the State Board on May 22, 2017

Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for the 2019-20 school year, the district has elected to utilize 2018-19 performance data to award 2019-20 performance base pay increases.

Annual base pay increases determined using LOE Evaluation criteria.

- TEAM LOE Level 5 = +3 steps (\$750)
- TEAM LOE Level 4 = +2 steps (\$500)
- TEAM LOE Level 3 = +1 step (\$250)

Reach: 125

Estimated Cost: \$70,250

Education*

Approved advanced degrees are compensated via the alternative salary schedule.

Other

N/A

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