

Johnson County Schools

2021-22 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> * #4 teacher leaders to score PreK-1st grade portfolios * #16 new first year teacher PLC * #6 school level technology coaches * #26 teacher leaders to serve as mentors to 1st and 2nd year teachers Number of Unique Roles: 4
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Years of experience
Compensation Type and Size	<ul style="list-style-type: none"> * \$750 one time stipend * \$500 one time stipend * \$800 one time stipend * \$200 one time stipend
Reach	52
Estimated Cost	\$21,810

Performance	
Description	Annual base pay increase determined using Level of Overall Effectiveness (LOE). Teachers may progress forward on the single-lane pay schedule based on overall evaluation TEAM performance. Each step is an increase of \$257. There are 90 steps to 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 (\$773) TEAM LOE Level 4 = 2 steps (\$515) TEAM LOE Level 3 = 1 step (\$257)
Reach	160
Estimated Cost	\$7,451,922

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? Yes

Type: Annual base pay increases determined using evaluation criteria; Advanced degree payments determined using district specific criteria (i.e., district does not award increases for any and all advanced degrees)

Criteria:

- 1st advanced degree = +16 steps (\$4,120)
- 2nd advanced degree = +18 steps (\$4,634)
- 3rd advanced degree = +20 steps (\$5,148)

TEAM LOE Level 5 = 3 steps (\$773)
 TEAM LOE Level 4 = 2 steps (\$515)

TEAM LOE Level 3 = 1 step (\$257)

Reach: 160

Estimated Cost: \$7,451,922

Education*

The district awards steps on the alternative salary schedule for earning advanced degrees:

- 1st advanced degree = +16 steps (\$4,128)
- 2nd advanced degree = + 18 steps (\$4,644)
- 3rd advanced degree = + 20 steps (\$5,160)

Other

Performance contracts with specific goals for each principal and supervisor are used. The amount for the principals is based on student enrollment. The amount for the supervisor is a set amount.

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