



2015-2016 Differentiated Pay Plan Submission
Lake County School District

ferentiated ment	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	NA	NA	NA	NA	NA
Performance	NA	NA	NA	NA	NA
Additional Instructional Roles or Responsibilities	<i>Teachers scoring at a 4 or above on their TEAM teacher evaluation will be eligible to serve as mentors, core content specialists, and collaborative learning leaders.</i>	<i>The compensation will be given yearly in the form of a stipend/bonus at the end of the 2015-16 school year.</i> <i>Dollar amount of stipend—minimum of \$300 and not to exceed \$1,000.</i>	<i>Based on last year's final classroom observation determinations, approximately 14 teachers will have an opportunity to extend the reach of highly effective teachers at LCSD</i>	<i>\$6,600</i>	<i>20% of 2015-16 equity money (\$33,020) will be used to fund differentiated pay plan</i>
Education	<i>The district will continue to award step increases for levels of education.</i> <i>See attached 2015-16 LCSD salary schedule</i>	<i>Compensation will be base pay</i>	<i>All certified teachers eligible</i>	<i>The estimated cost of these awards is \$7,216</i>	<i>This will compromise less than 1% of district salary expenditures.</i>



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Experience	<i>The district will continue to award step increases for each year of experience. See attached 2015-16 LCSD salary schedule</i>	<i>Compensation will be base pay</i>	<i>All certified teachers eligible</i>	<i>The estimated cost of these awards is \$65,012.</i>	<i>This will compromise about 1.5% of district salary expenditures.</i>
Other					

II. Salary Schedule (Required Section)

1. Copy of the district's proposed 2015-16 salary schedule attached.
2. Any future state funding increases will be applied in an "across-the-board" raise to improve teacher salaries as well as possibly increase pay incentives as needed.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

***See attached LC Differentiated Pay Plan document

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The core elements of a plan for Lake County School District are listed below. There may be other items added in terms of communication, eligibility and funding.

GOALS:

To supplement the salaries of highly effective teachers assigned to additional roles and responsibilities while improving instructional capacity within our schools.

ADDITIONAL ROLES AND RESPONSIBILITIES:

1. Lake County School District will compensate teachers for providing additional instructional support by performing additional duties within our schools increasing teacher effectiveness and student achievement.
2. All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.
3. Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.
4. Examples of these roles and duties are but not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, common core coaches, etc.
5. Any person receiving compensation for additional roles and responsibilities must have received at least a 4 on the observation score of the TEAM evaluation model in the 2015-2016 school year.

COMPENSATION GUIDELINES:

1. All compensation amounts will be defined with a minimum of \$300 and not to exceed \$1,000 annually. The level of compensation will not be based on an hourly rate.
2. All time to be compensated must occur outside the time defined in the annual contract.
3. All compensation for additional roles and responsibilities will be paid upon completion of the 2015-2016 school year when all required work has been completed and evaluated.
4. This payment is not part of base salary and will not become a reoccurring part of an individual's compensation. These amounts as well as roles will be reviewed annually by the Director of School.

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FUNDING:

A designated percentage of funds identified for salary improvement from TDE in 2015-16 will be used to fund supplements for additional roles and responsibilities. LCSD will receive \$33,020 in equity money for the 2015-16 school year. Approximately 20% of this amount or \$6,600 will be allocated to fund the differentiated pay plan for the 2015-2016 school year.

GENERAL NOTES:

- All components of this plan are subject to available federal, state, and local funding being at current levels.
- All components of this plan are subject to local board approval.
- This plan is subject to review annually and only commits Lake County School District for the 2015-16 fiscal year.

ATTENDANCE:

- 1) In order for a teacher to receive full levels of compensation or to be considered for additional roles and responsibilities, they must meet certain teacher attendance requirements.
- 2) These attendance levels will be approved annually by the Director of Schools.
- 3) Teachers must also be full time employees to be considered for any of the previously identified levels of compensation.

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STAKEHOLDER ENGAGEMENT:

At the beginning of the 2015-16 school year, all teachers were given a survey to complete regarding Differentiated Pay. An overwhelming percentage, (90%) agreed that supplements should be awarded for extra duties. During the December Joint Venture, differentiated pay was discussed with our board. They agreed with the teachers on pay for extra duties and expressed their desire to proceed with the salary schedule based on years' experience and level of education. Our differentiated pay proposal has also been discussed at each building's faculty meetings and monthly supervisors/principals meeting.