

Milan Special School District 2020-21 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	<p>High School Math is consistently hard to staff and our district has a high turn-over rate in this area. The district will provide a stipend to high school math teachers who teach math courses to encourage recruitment and retention of high-level math teachers.</p> <p>CTE teachers in certain programs of study are hard to staff for our district. The district will provide a stipend to high school CTE teachers that have obtained the required certifications and teach in a program of study that is a current area of need. The district will reimburse current teachers with passing scores for Praxis testing fees or required CTE certifications in hard to fill subject areas, or areas of high need within the district. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool.</p> <p>The district will continue with a supplement for the full-time Speech/Language Pathologist and the School Psychologist, which are hard to staff areas of need for MSSD.</p> <p>The district will reimburse current teachers for obtaining Dual-enrollment Qualification. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool.</p> <p>Other: CTE Teachers, Dual Enrollment Qualification and Speech Language Pathologist</p> <p>Priority Areas: K-4 (School Psychology), 5-8 (School Psychology), 9-12 (Math, School Psychology, Other)</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>Any high school math teacher with a secondary math certification (6-12 or 7-12 math) or an algebra I letter will be eligible for the stipend and paid based on the number of courses taught each semester. There will be 6 or 7 teachers who will receive stipends.</p> <p>Any CTE teacher certified in the area of need will be eligible for the stipend and paid based on the number of courses taught each semester. Currently, there will be one teacher who will receive this stipend.</p> <p>Any current MSSD teacher that adds a new endorsement area through the act of passing a Praxis or Industry certification test in order to teach in an</p>

area of need will be eligible for the reimbursement.

This year, the district anticipates that one teacher will receive this incentive.

Based on current need and staffing, any teacher who has an overall effectiveness level of 4 or 5 will be eligible for the dual-enrollment qualification reimbursement. This year, MHS will have one teacher who will receive this reimbursement.

Current teachers and new hires are eligible.

Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: MATH : 7 X \$2,000 CTE TEACHERS: 1 X \$ 1,000 SLP: 1 X \$10,500 PSYCHOLOGIST: 1 X \$6500 PRAXIS: 1 X \$165 DUAL ENROLLMENT: 1 X \$3,000
Reach	12
Estimated Cost	\$33,165
Instructional Roles or Responsibilities	
Description	<p>The district will continue with the role of Special Education Coordinators to lead each school team. These teachers will oversee all special education processes within the building, provide training to special education teachers, and facilitate the proper implementation of SPED services in all classrooms.</p> <p>The district will provide a stipend for teachers in a Mentor role. These teachers will support new teachers in our district. District and school leaders will select the mentors from a pool of interested teachers based on the teachers overall effectiveness and ability to work with others.</p> <p>The district will pay for the role of tutors for each school. There will be a lead tutor in each building that coordinates all tutoring activities.</p>
Eligibility Criteria	<p>Number of Unique Roles: 3</p> <p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>Special Ed Coordinators: Any teacher who has an overall effectiveness level of 4 or 5 will be eligible to apply for the position. There will be up to 3 Special Education Coordinators in the district; one at each school.</p> <p>Mentors: Any teacher who has an overall effectiveness level of 4 or 5 will be eligible to serve as a mentor. (In exceptional instances, a Level 3 teacher may be utilized.) It is projected that approximately 20 teachers will participate in this role.</p> <p>Tutors: The tutoring coordinator will receive \$30.00 per hour.</p>
Compensation Type and	Special Ed Coordinators: 3 x \$6,000

Size	Mentors: 20 x \$500 Tutors: 12 x \$1,000
Reach	35
Estimated Cost	\$40,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
There are lanes and steps on the salary schedule for advanced degrees (MA, MA+30, ED S, DOCTORATE).	
Other	
N/A	

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