

## Milan Special School District 2018-19 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)	
<b>Description</b>	<p>The district will provide a stipend to all high school math teachers who teach upper level math courses to encourage recruitment and retention of high level math teachers.</p> <p>The district will reimburse current teachers for obtaining Dual-enrollment teaching qualifications. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool. Currently, the area of need is English.</p> <p>The district will pay a 10% supplement on the base pay of a Speech/Language Pathologist as well as including an 11<sup>th</sup> month of pay.</p>
<b>Priority Areas: 9-12 (Math, Other)</b>	
<b>Eligibility Criteria</b>	<ul style="list-style-type: none"> <li>• Certified in content/grade area, Advanced degrees</li> <li>• Any high school math teacher with a secondary math certification (6-12 or 7-12 math) will be eligible for the stipend and paid based on the number of courses taught each semester.</li> <li>• A teacher with a master's degree who obtains 18 credit hours of graduate classes in the content area, or a teacher who obtains a master's degree in the content area in order to be qualified to teach dual-enrollment courses is eligible.</li> <li>• Current teachers and New hires</li> </ul>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b> The stipend will be \$250.00 per class per semester for all math courses taught above Algebra I. The stipends will be paid in December and at the end of the school year. Math teachers (6) X \$2000.</p> <p>Dual-enrollment qualification reimbursement is \$3,000 per year. The estimated total is \$3,000 for one teacher.</p> <p>The total cost of the speech/lanugage pathologist is \$9,280.00</p>
<b>Reach</b>	8
<b>Estimated Cost</b>	\$24,280
Instructional Roles or Responsibilities	
<b>Description</b>	<p><b>Special Education Coordinators:</b> Lead and oversee all special education processes within the building, provide training to special education teachers, and facilitate the proper implementation of special education</p>

services in all classrooms.

**Teacher Leader:** Lead professional development opportunities, facilitate SPDG training, and lead reflective data meetings in grades PK-4.

**Number of Unique Roles:** 2

<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE), Certified in content/grade area
<b>Compensation Type and Size</b>	The Special Education Coordinators pay will be differentiated based on time worked. MHS - Coordinator (1) will work an 11-month contract (extra 20 days), which is approximately \$4,500. MMS & MES - Coordinators (2) will receive a \$2000 stipend for extra ti
<b>Reach</b>	4
<b>Estimated Cost</b>	\$10,500

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Educators are given step increases in pay for years of experience up to 20 years, and increases for advanced degrees including Masters, Masters +30 semester hours, Education Specialist, and Doctorate.

#### Other

N/A

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