

McKenzie Special School District 2019-20 Differentiated Pay Plan

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|-----------------------------|-------------------------------------|
| 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) | |
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| Description | We offer a stipend of \$5,000 dollars for a hard to staff position. The stipend is paid \$2,500 a year for the first two years of employment. Traditionally, we have very few, if any, applicants for high school chemistry and math. Priority Areas: 9-12 (Math, Science) |
| Eligibility Criteria | Certified in content/grade area: We have difficulty finding certified applicants in our area. Current teachers and new hires are eligible. |
| Compensation Type and Size | Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$5,000 |
| Reach | 1 |
| Estimated Cost | \$2,500 |
| Instructional Roles or Responsibilities | |
| Description | Teacher Mentors We provide all new teachers and struggling teachers with a mentor. The mentor observes and evaluates a number of lessons for the mentee. They will meet weekly to improve practices. Number of Unique Roles: 1 |
| Eligibility Criteria | Individual TVAAS; Certified in content/grade area; Years of experience We require our mentors to be at least level 4 LOE. |
| Compensation Type and Size | \$1,000 annually |
| Reach | 4 |
| Estimated Cost | \$4,000 |
| Performance | |
| N/A | |
| Alternative Salary Schedule | |
| <i>Is the district implementing an alternative salary schedule?</i> No | |
| Education* | |
| Our salary schedule advances for obtaining a Masters, a Masters +30, an educational specialist and a doctorate degree. | |
| Other | |
| N/A | |

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