

West Carroll Special School District 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	West Carroll Special School District struggles to recruit and retain effective educators in high school math and science. The district will provide yearly monetary incentives for teachers that are hired in these hard to staff positions. Priority Areas: 9-12 (Math, Science)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Retention Compensation Amount: 9-12 Chemistry Teacher (1) x \$2,000 9-12 Math Teacher (3) x \$2,000
Reach	4
Estimated Cost	\$8,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
West Carroll Special School District educators are compensated for advanced degrees beyond a Bachelors degree. The advanced degrees include: Masters, Masters + 30, Educational Specialist, and Doctorate.	
Other	
N/A	

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