

## MILAN

### 2022-23 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>High School Math courses are consistently hard to staff and our district has a high turn-over rate in this area. The district will provide a stipend to certified math teachers who teach high school math courses to encourage recruitment and retention of high-level math teachers. The district will continue with a supplement for the full-time Speech/Language Pathologist and the School Psychologists, which are hard to staff areas of need for MSSD. 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><b>Priority Areas: K-4 (School Psychology), 5-8 (School Psychology), 9-12 (Math, School Psychology)</b></p> |
| <b>Eligibility Criteria</b>                   | <p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Any high school math teacher or middle school algebra I teacher with a secondary math certification (6-10, 6-12 or 7-12 math) or an algebra I employment letter will be eligible for the stipend and paid based on the number of math courses taught each semester. There will be 7 teachers who will receive stipends. The district has employed one SLP and two School Psychologists. 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 area of need will be eligible for the reimbursement. This year, the district anticipates that two teachers will receive this incentive.</p> <p>Current teachers</p> <p>New hires</p>  |
| <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> \$49,500</p>  |
| <b>Reach</b>                                  | 12   |
| <b>Estimated Cost</b>                         | \$73,000   |
| Instructional Roles or Responsibilities       |  |
| <b>Description</b>                            | <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</p>   |

implementation of SPED services in all classrooms. 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 teacher's overall effectiveness and ability to work with others.

|                                   |  |
|-----------------------------------|--|
| <b>Eligibility Criteria</b>       | <p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>The Special Education Coordinators pay will be differentiated based on time worked.</p> <p>Coordinators at each school will work an 11-month contract (extra 20 days), which is approximately \$18,000.00.</p> <p>Mentors will be paid a \$500 stipend. One half will be paid in December and the other half will be paid at the end of the school year.</p> |
| <b>Compensation Type and Size</b> | <p>The projected amount the district will pay is \$18,000 in supplements plus taxes and benefits.</p> <p>The projected amount the district will pay is approximately \$10,000.</p>   |
| <b>Reach</b>                      | 20   |
| <b>Estimated Cost</b>             | \$28,000   |

#### Performance

N/A

#### Alternative Salary Schedule

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

#### Education\*

The district will continue to award increases for advanced degrees. All teachers are eligible for advanced degree compensation.

#### Other