

Milan Special School District					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The district will reimburse current teachers with passing scores for Praxis testing fees 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.	Compensation will be provided as a one-time reimbursement of Praxis testing fees once certification of passing results has occurred. Qualifying amount will vary dependent on test passed (currently up to \$150, based on Praxis test fee schedule).	Any current MSSD teacher that adds a new endorsement area through the act of passing a Praxis test will be eligible for the reimbursement. Based on current need and staffing, the district anticipates that zero to five teachers a year will receive this incentive.	The estimated total for this reimbursement is \$0 to \$750 per year (zero to five teachers at a current maximum of \$150 per endorsement/ passed Praxis test.	This will comprise less than .5% of the district's annual teacher salary costs.
Performance	Performance Bonuses will be paid to certified teachers based on their composite scores; those with a 4 or a 5 composite score will receive the bonus.	The bonus will not be part of the teacher's base pay. The funded amount will be divided based on the number of teachers that score a 4 or 5; those scoring a 5 will receive a	All teachers are eligible for this award, based on their performance.	The district will pay out approximately \$37,000 in bonuses before	This makes up approximately .5% of the district's annual teacher salary costs.

		higher amount than those scoring a 4. The estimated amount of the performance bonus is: 4 – \$200-\$300 5 – \$300-\$500.	It is projected that between 100 and 150 teachers will receive the award.	payroll taxes/benefits.	
Additional Instructional Roles or Responsibilities	<p>The district will continue with Teacher Leader role. These teachers will serve on the school leadership team, lead effective PLCs, and oversee and facilitate content area/grade level teams. For Special Education, each school team will be led by a Coordinator. (Job Descriptions attached.)</p> <p>Teachers will apply for these positions. District and school leaders will select the Teacher Leaders/Coordinators based on qualities such as leadership and team facilitation skills.</p>	<p>Each Teacher Leader will receive a fixed amount supplement of \$2,000. One half will be paid in December and the other half at the end of the school year.</p> <p>The Special Education Coordinators pay will be differentiated based on time worked.</p> <p>MHS – Coordinator will work an 11-month contract (extra 20 days), which is approximately \$4,500.</p> <p>MMS & MES – Coordinators will have 20 extra hours to work as deemed needed by the school principal at \$30 per hour, which is approximately \$1200.</p>	<p>Any teacher who has an overall effectiveness level of 4 or 5 will be eligible to apply for the position.</p> <p>There will be up to 21 Teacher Leaders in the district:</p> <ul style="list-style-type: none"> -5 at the high school -4 at the middle school -6 at the elementary school -5 District-wide serving all schools. <p>There will be 3 Special Education Coordinators.</p>	<p>The projected amount the district will pay is \$47,000 in supplements plus taxes and benefits.</p>	<p>This makes up less than 1% of the district's annual teacher salary costs.</p>

Additional Instructional Roles or Responsibilities	<p>The district will continue with the Mentor role. These teachers will support and new teachers in our district.</p> <p>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>Mentors will be paid a \$750 stipend. One half will be paid in December and the other half will be paid at the end of the school year.</p>	<p>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.)</p> <p>It is projected that approximately 20 teachers will participate in this role.</p>	<p>The projected amount the district will pay is approximately \$15,000.</p>	<p>This will make less than .5% of the district's annual teacher salary costs.</p>
Professional Growth	<p>The district will provide a stipend for attending after-school Focus Professional Development Sessions, which are sessions that provide teachers with opportunities for differentiated professional growth. Teachers may choose the sessions based on their personal refinement areas or suggestions from their administrators. Teachers may attend multiple Focus PD Sessions.</p>	<p>Teachers will be paid a \$25 stipend for each Focus PD Session attended.</p> <p>The stipends will be paid in December and at the end of the school year.</p>	<p>Any teacher in our district will be eligible to attend these Focus PD Sessions.</p> <p>Forecasted participation is 80 to 100 teachers. The district has approximately 170 teachers employed.</p>	<p>Because each teacher may attend multiple Focus PD Sessions, the estimated amount for the stipends is \$15,000.</p>	<p>This will make up less than .5% of the district's annual teacher salary costs.</p>
Education*	<p>The district will continue to award increases for advanced degrees.</p>	<p>The district is increasing the salary schedule by 3%.</p>	<p>All teachers are eligible for advanced degree compensation.</p>	<p>The estimated cost for this element is \$130,000 to 150,000</p>	<p>This makes up between .5 % and 1% of the district's annual teacher cost.</p>