

MILAN--272

2017-18 Differentiated Pay Plan

Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	1) 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).	<p>Certified in content/grade area</p> <p>Advanced degrees</p> <p>1) Any current MSSD teacher that adds a new endorsement area through the act of passing a Praxis test will be eligible for the reimbursement once certification of passing results has occurred. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool.</p> <p>2) Based on current need and staffing, any teacher who has an overall effectiveness level of 4 or 5 will be eligible for the dual-enrollment qualification</p>	Bonus	2	\$4,000
			<p>1) \$150 per endorsement/passed Praxis test. The estimated total for the Praxis endorsement reimbursement is \$0 to \$750 per year (zero to five teachers).</p> <p>2) Dual-enrollment qualification reimbursement is \$3000 per year. The estimated total is \$3000 for one teacher.</p>		

	<p>2)The district will reimburse current teachers for obtaining Dual-enrollment Qualification. A teacher with a master's degree who obtains 18 credit hours of graduate classes in the content area, or a teacher obtaining a master's degree in the content area may receive \$3000.00 per year up to a total of \$9000.00 to be paid upon proof of enrollment each year. The teacher will sign a contract to continue employment with MSSD for three years, teaching dual-enrollment classes as needed. If the teacher does not fulfill the required years of employment, the teacher will repay a prorated amount.</p> <p>If the teacher does not complete the 18 credit hours within three years, they teacher will be expected to repay the portion of money received from MSSD in the amount of \$3000 per year.</p>	<p>reimbursement. Applicable subject area certifications will be determined based on current staffing levels and availability of applicant pool.</p>			
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Performance					
Additional Instructional Roles or Responsibilities	<p>1)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, and facilitate the proper implementation of special education services in all classrooms.</p> <p>2) The district will provide a stipend to a group of teachers for vertical collaboration to develop a district-wide writing curriculum for grades 3-12. These teachers will develop the curriculum plan, instructional strategies, and assessment tools that will be cohesive through the grades. These teachers will also deliver the implementation plan to all the ELA teachers in the district. This will be an ongoing project as the curriculum will be</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p> <p>Advanced degrees</p> <p>1) Any special education teacher with at least three years of experience and an overall effectiveness level of 4 or 5 will be eligible to apply for the position.</p> <p>Teachers will apply for these positions. District and school leaders will select the Special Education Coordinators based on qualities such as LOE, leadership ability, organization, content knowledge, years of experience, and team facilitation skills.</p> <p>2) Any ELA or math teacher who has an overall effectiveness level of 4 or 5</p>	<p>1)The Special Education Coordinator pay will be differentiated based on time worked. The high school coordinator will receive \$4500.00, middle and elementary coordinators will receive \$2000.00 each.</p> <p>2) Teachers will be paid a \$25 stipend for each planning or PD session they attend or lead.</p>	45	\$35,500

	<p>evaluated and updated as the year progresses.</p> <p>3) The district will provide a stipend to a group of teachers for vertical collaboration to research best practices and vetted resources to increase teacher skills and strategies addressing the needed instructional rigor to meet the depth of the new math standards. These teachers will share the resources and strategies with other math teacher in the district through a shared drive in which all teachers have access and during PLC meetings.</p>	<p>will be eligible to work on the ELA and Math Projects.</p> <p>3) School leaders will select the teachers based on qualities such as LOE, years of experience, and content knowledge.</p>			
Education*	We have a separate lane on the salary schedule for the different advanced degrees and they receive a higher salary.				
Other					

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