

McKenzie Special School District 2018-19 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)	
Description	Any position not filled after 20 consecutive school days. Priority Areas: K-4 (Special Education, Other), 5-8 (Special Education, Other), 9-12 (Math, Science, Special Education, Other)
Eligibility Criteria	Certified in content/grade area We have had a chemistry position open for which there were no applicants Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$5,000. We pay \$2,500 bonus in the August check for two consecutive years.
Reach	0
Estimated Cost	0
Instructional Roles or Responsibilities	
Description	We pay teacher mentors. We assign all new hires a mentor. Their duties are to help new teachers with school function and policy. The most important part is to assist in instruction. We also assign mentors to struggling teachers. Their primary role is to assist in instruction. Number of Unique Roles: 1
Eligibility Criteria	Level of Overall Effectiveness (LOE) Individual TVAAS Certified in content/grade area Our level 4 and 5 teachers have priority.
Compensation Type and Size	\$1,000
Reach	8
Estimated Cost	\$8,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
It is included in the salary schedule. We have columns for degrees earned and years of service. Advanced degrees include: Master's, Master's+, Ed.S, and Doctorate.	
Other	
N/A	

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