

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)

Description

Other - CTE Teachers, Dual Enrollment qualifications and Speech Language Pathologist and two School Psychologist.

High School Math is consistently hard to staff and our district has a high turn-over rate in this area. The district will provide a stipend to high school math teachers who teach math courses to encourage recruitment and retention of high-level math teachers.

CTE teachers in certain programs of study are hard to staff for our district. The district will provide a stipend to high school CTE teachers that have obtained the required certifications and teach in a program of study that is a current area of need.

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.

Priority Areas: K-4 (School Psychology), 5-8 (School Psychology), 9-12 (Math, School Psychology)

Eligibility Criteria

Level of overall effectiveness (LOE)

Certified in content/grade area

Any high school math teacher with a secondary math certification (6-12 or 7-12 math) or an Algebra I letter will be eligible for the stipend and paid based on the number of courses taught each semester. There will be 7 teachers who will receive stipends.

Any CTE teacher certified in the area of need will be eligible for the stipend and paid based on the number of courses taught each semester.

The district has employed one SLP and two School Psychologist.

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.

	Current teachers New hires
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: The estimated cost of high school math component is \$14,000 The estimated cost of the CTE teacher component is \$1,000 for one teacher teaching two classes each semester. Estimated supplement cost for the SLP is \$10,500 Estimated supplement cost for the psychologists is \$13,000. The estimated total for the new endorsement reimbursement this year is \$165.00</p>
Reach	12
Estimated Cost	\$40,480
Instructional Roles or Responsibilities	
Description	<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 implementation of SPED services in all classrooms.</p> <p>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.</p>
Eligibility Criteria	<p>Number of Unique Roles: 3</p> <p>Level of overall effectiveness (LOE) Certified in content/grade area The Special Education Coordinators pay will be differentiated based on time worked. Coordinators at each school will work an 11-month contract (extra 20 days), which is approximately \$18,000.00. Mentors will be paid a \$500 stipend. One half will be paid in</p>
Compensation Type and Size	<p>The projected amount the district will pay is \$18,000 in supplements plus taxes and benefits. The projected amount the district will pay is approximately \$10,000.</p>
Reach	20
Estimated Cost	\$28,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	

Education*

We have lanes and steps on our salary schedule for advanced degrees, MA, MA+30, EdS and
Doctorate)

Other