

Milan Special School District 2019-20 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	<p>1) 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.</p> <p>2) Reimburse current teacher 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>3) Reimburse current teacher for obtaining dual enrollment qualification. Applicable subject area certification will be determined based on current staffing levels and availability of applicant pool.</p> <p>4) The district will continue with a supplement for the full-time Speech/Language Pathologist and the School Psychologist, which are hard to staff areas of need for Milan.</p> <p>Priority Areas: K-4 (School Psychology, Other), 5-8 (School Psychology), 9-12 (Math, School Psychology, Other)</p>
Eligibility Criteria	Certified in content/grade area; Current teachers and new hires are eligible.
Compensation Type and Size	<p>Compensation Type: Some of the compensation will be in addition to the base pay and some will be in the form of a stipend.</p> <p>Compensation Amount:</p> <ul style="list-style-type: none"> High School Math: 6 teachers x \$ 2,000 (8 classes @ \$250. per class)= \$12,000 . The stipend will be \$250. per class per semester for all math courses taught above Algebra I. The stipends will be paid in December and at the end of the school year. CTE Teachers: 1 teacher x \$1,000 = \$1,000. The stipend will be \$250. per class per semester for all courses taught in the program of study that is an area of need. The stipends will be paid in December and at the end of the school year. Speech Lang Pathologist: 1 x \$10,248 = \$10,248. The stipend is based on a 10% supplement plus an 11th month Psychologist: 1 x \$6,500. = \$ 6,500. The stipend is based on a 12% supplement plus pay for 3 additional days Reimburse for Praxis/CTE Cert. 1 x \$165= \$165 Reimburse for Dual Enrollment : 1 x \$3,000= \$3,000
Reach	11
Estimated Cost	\$32,913
Instructional Roles or Responsibilities	
Description	1. Special Education Coordinators- Lead each school team. These coordinators will oversee all special education processes within the

building, provide training to special education teachers, and facilitate the proper implementation of special education services in all classrooms.

2. Teacher Leader role. This teacher will lead professional development opportunities, facilitate SPDG training, and lead reflective data meetings with special education teachers and interventionists.
3. Tutors: The district will pay for the role of tutors for each school. Tutors will work with students before or after school in identified areas of need. There will be a lead tutor in each building that coordinates all tutoring activities.

Number of Unique Roles: 3

Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience
Compensation Type and Size	<ul style="list-style-type: none"> The Special Education Coordinators pay will be differentiated based on time worked. MHS & MMS - will work an 11-month contract (extra 20 days), which is approximately \$12000.00. MES - will receive a \$2000 stipend for extra time worked. Teacher Leader- 1 x \$2,000= \$2,000 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. \$12,000 - Each tutor will receive \$25.00 per hour, and the tutoring coordinator will receive \$30.00 per hour

Reach	20
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Estimated Cost	\$28,000
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Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Our salary schedule contains lanes for Bachelors, Master's , Master's +30, EDS, and Doctorate.

Other

N/A

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