

## Milan Special School District 2021-22 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)	
<b>Description</b>	<p>Other - CTE Teachers, Dual Enrollment qualifications and Speech Language Pathologist</p> <p>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.</p> <p>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>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 MSSD.</p> <p>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.</p> <p><b>Priority Areas: K-4 (School Psychology), 5-8 (School Psychology), 9-12 (Math, School Psychology, Other)</b></p>
<b>Eligibility Criteria</b>	<p>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.</p> <p>Current teachers and new hires are eligible.</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention</p> <p><b>Compensation Amount:</b></p> <p>The estimated cost for high school math is \$14,000.00.</p> <p>The estimated cost for CTE teachers is \$1,000.00 for one teacher teaching two classes each semester.</p> <p>Estimated supplement cost for the SLP is \$10,500.</p> <p>Estimated supplement cost for the psychologist is \$6,500.</p> <p>The estimated total for the reimbursement of teachers passing the Praxis test and CTE certifications this year is \$165.00.</p>
<b>Reach</b>	12
<b>Estimated Cost</b>	\$25,730
Instructional Roles or Responsibilities	
<b>Description</b>	<p>The district will continue with the role of Special Education Coordinators to lead each school team. These teachers will oversee all special education</p>

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

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 teachers overall effectiveness and ability to work with others.

**Number of Unique Roles: 2**

<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE); Certified in content/grade area</p> <p>Any teacher who has an overall effectiveness level of 4 or 5 will be eligible to apply for the position. There will be up to 3 Special Education Coordinators in the district, one at each school.</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.). It is projected that approximately 20 teachers will participate in this role.</p>
<b>Compensation Type and Size</b>	<p>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.</p> <p>Mentors will be paid a \$500 stipend. One half will be paid in December and the other half will be paid at the end of the school year.</p>
<b>Reach</b>	35
<b>Estimated Cost</b>	\$28,000

#### Performance

N/A

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

The district has lanes and steps on the salary schedule for advanced degrees, (MA, MA+30, EdS, Doctorate).

#### Other

N/A

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