

## Millington Municipal 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>  | Teachers will receive a "hard to staff" stipend as defined in the Strategic Compensation Plan in the areas of 9-12 math, science, and foreign language.<br><b>Priority Areas: 9-12 (Math, Science, and Foreign Language)</b> |
| <b>Eligibility Criteria</b>   | Certified in content/grade area; Based on our vacancy data from the 20-21 SY, HS Math and Science are being defined as hard to staff for the upcoming 21-22 SY. Only new hires are eligible.                                 |
| <b>Compensation Type and Size</b>   | <b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment<br><b>Compensation Amount:</b> \$4,000  |
| <b>Reach</b>  | 5  |
| <b>Estimated Cost</b>   | \$20,000   |
| Instructional Roles or Responsibilities                                   |  |
| <b>Description</b>  | Each school will have mentor teachers to provide support and guidance to new and struggling teachers to help build instructional capacity.<br><b>Number of Unique Roles:</b> 5 or more                                       |
| <b>Eligibility Criteria</b>   | Level of overall effectiveness (LOE); Certified in content/grade area; Years of experience; Building principals reach out to their highly motivated, top-performing teachers to accept this support role                     |
| <b>Compensation Type and Size</b>   | Mentor Teacher (9) x \$2,000= \$18,000   |
| <b>Reach</b>  | 9  |
| <b>Estimated Cost</b>   | \$18,000   |
| Performance   |  |
| N/A   |  |
| Alternative Salary Schedule   |  |
| <i>Is the district implementing an alternative salary schedule?</i> No    |  |
| Education*  |  |
| Educators are paid for masters degrees via a lane on the salary schedule. |  |
| Other   |  |
| N/A   |  |

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