

McKenzie Special School District 2021-22 Differentiated Pay Plan

Hard-to-Staff	<input 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)

N/A

Instructional Roles or Responsibilities

Description	We assign all new hires a mentor. The mentor has required monthly meetings and conducts a set number of informal evaluations for the new hire. Number of Unique Roles: 1
Eligibility Criteria	Level of overall effectiveness (LOE)
Compensation Type and Size	\$1,000.00 annually
Reach	10
Estimated Cost	\$10,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district salary schedule includes lanes for Bachelors, Masters, Masters+, Education Specialist, and Doctorate degrees.

Other

Our principals earn performance bonuses. They can earn an additional \$2,000.00 each year. Benchmarks are set for teacher attendance, student attendance, TVAAS data, EOC scores, etc.

At this time, we do not have a need to pay a hard to staff bonus. However, we do want to keep that option available as teachers sometimes leave unexpectedly.

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