

Milan SSD 2015-16 Differentiated Pay Plan

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, **in addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay. They are collected in the table below for contextual information.**

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance	Performance bonuses will be paid to certified teachers based on their composite scores; those with a "4" or a "5" composite score will receive the bonus.	<p>The bonus would not be part of the teacher's base pay.</p> <p>The funded amount would be divided based on the number of teachers that score a "4" or "5"; those scoring a "5" would receive a higher amount than those scoring a</p>	<p>All teachers are eligible for this award, based on their performance.</p> <p>It is projected that between 100 and 150 teachers would receive the award.</p>	The district will payout approximately \$42,000 in bonuses before payroll taxes/benefits	This makes up approximately .5% of the district's annual teacher salary costs.

		<p>"4". The estimated amount of the performance bonus is:</p> <p>4 - \$200 - \$300 5 - \$300 - \$500</p>			
Additional Instructional Roles or Responsibilities	<p>(1) The district will further its implementation of PLCs through the creation of a PLC leadership role, called a Teacher Leader. For Special Education, the PLC will be lead by a Coordinator.</p> <p>(2) Teachers scoring at Level 4 or above on their overall evaluation will be eligible to serve in the role as a Teacher Mentor. (In exceptional instances a Level 3 may be utilized)</p>	<p>(1) Each Teacher Leader will receive a fixed amount supplement of \$2,000 .</p> <p>One half will be paid in December and the other half at the end of the school year.</p> <p>(2) Mentors will be paid \$750. annually</p>	<p>(1) Any teacher who receives a 4 or 5 on their evaluation would be eligible to apply for the position. District and school leaders will then screen for additional qualities like leadership and facilitation skills. (Draft job description is attached.)</p> <p>There will up to 22 PLC leaders in the district:</p> <ul style="list-style-type: none"> - 4 at the high school - 4 at the middle school - 5 at the elementary school - 6 District-wide serving all schools - 3 Special Ed Coordinators <p>(2) Twenty Two teachers will participate in this role</p>	<p>(1) The minimum amount the district will pay is \$40,000 in supplements plus taxes and benefits. The maximum amount would be \$60,000 in stipends plus taxes and benefits.</p> <p>(2) The cost of the supplements (including payroll taxes) is \$19,254</p>	<p>(1) This makes up approximately .5% of the district's annual teacher salary costs.</p>

Education	The district will continue to award increases for advanced degrees	The district is increasing the salary schedule by 2%.	All teachers are eligible for advanced degree compensation	The estimated cost for this element is \$100,000 to \$130,00	This makes up between 1% and 1.5% of district's annual teacher salary costs.
Experience	The district will continue to award step increases for years of experience	The district is increasing the salary schedule by 2%.	All teachers are eligible for step increases.	The estimated cost for this element is \$30,000 to \$40,000	This award makes up less than .5% of the district's annual teacher salary costs.
Other					