

## Millington

### 2023-24 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>	<b>Priority Areas: K-5</b> (Special Education), <b>6-8</b> (Math, Special Education), <b>9-12</b> (Math, Science, ESL/ELL, Special Education)
<b>Eligibility Criteria</b>	Certified in content/grade area New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention <b>Compensation Amount:</b> \$5,000.00 per educator
<b>Reach</b>	11
<b>Estimated Cost</b>	\$55,000
Instructional Roles or Responsibilities	
<b>Description</b>	Instructional Facilitators Instructional Coaches <b>Number of Unique Roles: 2</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area Years of experience They must be certified teachers with extensive experience.
<b>Compensation Type and Size</b>	Instructional Facilitator= Teacher salary +\$6,000 Instructional Coach=Hourly Rate
<b>Reach</b>	6
<b>Estimated Cost</b>	\$100,000
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
They receive additional compensation for a Master's degree. Please see attached.	
Other	
Nation Board Certification \$1,000.	