

Strategic Compensation Plan for Millington Municipal Schools

1. Updated Salary Schedule for 2018-2019

The attached salary schedule is our 2017-2018 salary schedule. The Millington Municipal School Board cannot make a recommended adjustment until the state provides information about additional revenue for the 2018-2019 school year.

2. Rules/Criteria/Additional Information about salary schedule

The salary schedule has the **IPEC (Incremental Professional Experience Compensation)** levels that we have implemented as our Alternative Salary Schedule. The schedule provides equal interval compensation for each IPEC Level and concludes at Level 18. This past year we provided our teachers beyond the IPEC Level 18 with the same increase as the teachers on the Levels 0 through 18.

3. New Hires

New hires with no experience are started at level 0 on the IPEC Level. New hires with experience are placed at the IPEC Level commensurate with the previous verified levels of experience. Additional compensation would be included for teachers hired in identified "Hard to Staff" areas.

4. Differentiated Pay Components

Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
Hard to Staff	<p>Hiring incentives for "Hard to Staff" positions in the areas of science, math (grades 7-12) and special education (all grade levels)</p> <p>All eligible teachers must hold a valid Tennessee teaching license with an endorsement for grades 7-12 in the subject specific to math, science and all grades for special education. In addition, teachers whose last employment was in a Tennessee school must have a level of effectiveness of a 3, 4, or 5 in the "hard to staff" area for the most recent year of employment to be considered for the incentive. The teacher must be new to Millington Municipal Schools or is a teacher who is not currently teaching in a "hard to staff" area and requests to transfer into a "hard to staff" position.</p>	<p>Level of Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Any teacher not currently employed who has the endorsement 7-12 in math, science or special education (all grade levels) and who meets the level of effectiveness criteria is eligible for the stipend. Any teacher currently employed who acquires the "hard to staff" endorsement and transfers into one of the "hard to staff" areas is eligible for the stipend.</p>	<p>Bonus</p> <p>One time signing stipend each semester of the initial employment year in the hard to staff area.</p> <p>College graduate with no level of effectiveness \$1,000. per semester for a total of \$2,000.</p> <p>Teacher with one or more years of experience and/or appropriate Level of effectiveness of 3, 4, and 5 will receive \$1,500 per semester for a total of \$3,000.</p>	Estimate six	<p>\$18,000. First year</p> <p>\$12,000. Second Year</p>
Performance		If the teacher hired in the "hard to staff" area qualifies for the bonus, he/she will receive an additional \$1,000. per semester for one additional year if that teacher			

		scores a level of effectiveness of a level 4 or 5 in his/her first year with Millington Municipal Schools.			
Additional Instructional Roles or Responsibilities	<p>The district will provide Master Teacher and Learning Coach roles in all schools to provide mentor support for teacher effectiveness.</p> <p>Master Teacher-Valid Teacher's License, Master's Degree preferred. Five or more years of experience.</p> <p>Level 4 or 5 Level of Effectiveness</p>	<p>Level of Effectiveness (LOE)</p> <p>Years of experience</p>	<p>Master Teacher \$4,000.</p> <p>Learning Coach \$2,000.</p>	Eight total	\$24,000.
Education	The IPEC salary scale does not recognize advanced degrees for new hires or advanced degrees earned by current staff.				

5. Notable Changes

The Strategic Compensation committee recommended that a reduced bonus for the "hard to staff" positions be extended for a second year if the performance criteria is met to make the compensation package more attractive to potential employees.

6. Stakeholder Engagement

The district conducted meetings with representatives from the schools, Millington Education Association and the administrative staff over the course of the year.

MILLINGTON MUNICIPAL SCHOOLS

Fiscal Year 2017-2018



Teacher Salary Schedule



Years of Teaching Experience: 0 - 18 Years

IPEC Increments	FY18 ANNUAL
0	\$ 42,813
1	\$ 43,713
2	\$ 44,613
3	\$ 45,513
4	\$ 46,413
5	\$ 47,313
6	\$ 48,213
7	\$ 49,113
8	\$ 50,013
9	\$ 50,913
10	\$ 51,813
11	\$ 52,713
12	\$ 53,613
13	\$ 54,513
14	\$ 55,413
15	\$ 56,313
16	\$ 57,213
17	\$ 58,113
18+	\$ 59,013

New Teacher salaries reflect **verified** Incremental Professional Experience Compensation (IPEC) *