# This is a decision paper

**MEMO TO:** Members of the Board of Education

**FROM:** Nannette Johnston, Superintendent

**DATE:** April 16, 2015

**RE:** Non-Administrative Increment for EBD and Low Incidence Teachers

The current, non-administrative increment salary schedule notes a $2000.00 increment for EBD Teacher (Learning and Behavioral Disorder certification) “who must be assigned to a self-contained EBD unit where all students are identified as EBD and where historically there has been a shortage of qualified teacher applicants for vacant positions.”

The current, non-administrative increment salary schedule does not allow any increment for the district low incidence classroom teachers (Moderate and Severe Disability certification). These classrooms are made up of students with a low incidence of identified disabilities. Students within these classrooms are eligible for alternative diploma and have one or more significant disabilities. Students within these classrooms spend the majority of their school day/or receive related services within the low incidence classroom from the MSD certified teacher.

Only two (2) EBD self-contained classrooms remain in the district and are located at Brown Street Educational Center. The classrooms there are structured and organized in a manner to provide strategies and procedures needed for students who have needs with emotional and/or behavioral regulation. All students within these two classrooms may or may not be identified under the IDEA classification of EBD.

Twelve (12) additional classrooms are located within the district but are no longer self-contained EBD classrooms but rather PASS classrooms. The teachers within these classrooms are LBD certified and students within the classrooms move in and out of the PASS room based upon progress and ability to be successful in the general education/resource settings. These classrooms are located at the following sites: G.C. Burkhead Elementary, Rineyville Elementary, Radcliff Elementary, James T. Alton Middle, North Middle, West Hardin Middle, East Hardin Middle, North Hardin High School (2), Central Hardin High School and John Hardin High School.

Currently, all fourteen (14) of the above-referenced teacher positions are being provided with the $2000.00 increment for a total of $28,000.00

Currently there are fourteen (14) low incidence classrooms within the district at the following schools: Rineyville Elementary, Lakewood Elementary, Heartland Elementary (2), New Highland Elementary, Meadow View Elementary, James T. Alton Middle School, North Middle School, Bluegrass Middle School (2), North Hardin High School, Central Hardin High School, and John Hardin High School (2).

# Recommendation

I recommend that the Board of Education continue with the $2000.00 increment for the 2 EBD self-contained classrooms at BSEC, reduce the $2000.00 increment for the PASS classroom coaches by $1000.00, and provide a $1000.00 increment to all low incidence classroom teachers. This is a total increase district-wide of approximately $2,000 (currently total is $28,000, will increase to $30,000) over what is currently being paid as an increment.

# Recommended motion

I move that the Board of Education approve the continuation of the $2000.00 increment for the 2 EBD self-contained classrooms at BSEC, reduce the $2000.00 increment for the PASS classroom coaches by $1000.00 and provide a $1000.00 increment to all low incidence classroom teachers. This is a total increase of approximately $2,000 (currently total is $28,000, will increase to $30,000) over what is currently being paid as an increment.