

Agenda Item Title: 2026-2027 Differentiated Pay Plan

Board Meeting Date: April 28, 2026

Department: Finance

Presented by: Trey Duke, Director

Board Agenda Category:

Consent Agenda

Action Item

Reports and Information

Requires City Council Approval: Yes No

Summary

Administration is requesting Board approval of the Differentiated Pay Plan for the 2026–2027 school year. The proposed plan provides targeted stipends and retention incentives for designated certified and classified positions, including: CDC, IPK, and behavioral special education roles, academic coaches, student teacher residencies, and bus drivers. These differentiated incentives are intended to support recruitment and retention in high-need and hard-to-staff areas while maintaining alignment with district compensation practices.

Staff Recommendation

Approve the FY27 certified and classified pay schedules.

Fiscal Impact

Fiscal impact will vary based on staffing assignments and eligibility and is included within the proposed 2026–2027 budget framework.

Connection to MCS's Five-Year Strategic Plan

- Known:** Every student will be *known* through whole-child programs and support.
- Safe:** Every student will be *safe* through equitable access to buildings, facilities, and infrastructure that meets their needs.
- Challenged:** Every student will be *challenged* by learning from highly effective educators and employees.
- Empowered:** Every student will be *empowered* through academic success.