

**UTD/ M-DCPS 2023-24 Negotiations**

**UTD Proposal #8**

**5/12/23**

ARTICLE XXV -- INCENTIVE PAY PLANS

Section 3. Critical Staff Shortage

- A. The Board and the Union agree to review, annually, employment needs and trends to determine if there are anticipated full-time teaching assignments in critical staff shortage areas. The annual review will identify, on or before March 1 of the current year, full-time teaching areas for which newly-hired teachers in the subsequent year will be given a one-time only stipend and the amount of such stipend which they shall receive after the end of their initial year of service, prorated as to the portion of the contract year employed. Interim teachers are excluded from this Provision. Effective for the 2007-2008 school year, employees hired in critical staff shortage areas will be hired as stipulated in Appendix E, Section 2-C (1,2,3). For the term of this Contract, the stipend shall be ~~\$1,200~~ 2,000, unless modified by mutual agreement.

Schools with a majority of teachers with less than 5 full years of experience shall be deemed "hard to staff." The determination of "hard to staff" shall be made during the October FTE count. All teachers employed at hard to staff schools shall receive an annual supplement of \$2,000.