



Montana Digital Academy Teacher Selection Compensation Plan

Montana Digital Academy (MTDA) will work in partnership with school districts in Montana to secure the services of Montana teachers to teach MTDA courses. In order for a teacher to teach in the MTDA online program MTDA and the local district will sign an agreement that defines the compensation model and the selection and supervision process for MTDA teachers. Since a fundamental aspect of MTDA is to accommodate the online course needs of all Montana students, MTDA will provide enrollment opportunities in all of the courses offered in the MTDA course catalog regardless of enrollment numbers. Therefore teachers will be assigned sections of students using a model that may range from a minimum of 1 student to a maximum of 25 students per course section. MTDA will deliver courses to students including those with very low enrollments. In recognition of this, MTDA will provide all teachers in the program with a base compensation amount.

MTDA Teacher Compensation Model for High School Original Credit Classes

MTDA will work in partnership with local districts to secure the services of teachers for the MTDA program. MTDA and local schools will work together to select teachers for the online program who are currently employed by the school district. All teachers who will teach an online course for MTDA will agree to successfully complete the MTDA teacher training program. Teachers selected will receive compensation for teaching the courses from MTDA through their employing district. MTDA will reimburse the district for the amount paid to the teacher. (See Attachment A) MTDA and the local district agree to the following compensation model which is designed around a one semester course assignment. The District agrees to pass on the following compensation to the teacher that provides instruction for MTDA courses if the teacher is providing that instruction outside of the contracted school day, such payment will be treated in a similar manner to the performance of an extracurricular activity. If the teacher is providing services within the contracted school day the compensation paid will be set pursuant to an agreement between the district and the local bargaining unit, where one exists.

Base amount: \$500 – All MTDA teachers will receive this compensation for agreeing to teach the MTDA course. This base amount is provided in recognition of the need to offer courses with low enrollment.

MTDA course per enrollment compensation: The compensation for all MTDA semester length courses will be \$100 per course enrollment. Total compensation will be determined based upon enrollment in the course at the conclusion of the designated three week MTDA drop/add period.



Course enrollment/Section Size: Teachers will be assigned enrollments during the MTDA enrollment period in sections that may range from 1-25 students.

Lead Teacher –The Lead teacher for each course (i.e. algebra, U.S. history, etc.) will be selected to teach the first section of the MTDA course and will have the responsibilities of monitoring the course for quality assurance and working with the MTDA Curriculum Specialist to make any adjustments or modifications to the course before, during and after the course is delivered. Lead teacher compensation is \$500 per semester in addition to the per enrollment compensation. Subsequent sections of the course will be compensated at the per enrollment compensation rate. (*Note: A Lead Teacher will be selected by MTDA during the course development process and will take a leadership role in course development.*)

Teacher Selection and Supervision: Due to the unique nature of the agreement to provide local district teacher services for MTDA courses, MTDA and the local district will work together to jointly select the teacher to teach the MTDA course. All teachers who will instruct an MTDA course will be made aware of what the expectations, duties and responsibilities are of an MTDA teacher and will be provided with the MTDA Teacher Expectation Guidelines. MTDA will make the final decision regarding the placement of that teacher in the MTDA course. MTDA and the local district administration will work together to provide supervision and support to the teacher selected for MTDA. In the event that a performance issue arises, in the teaching of an MTDA course, MTDA and the local administration will work together to determine an appropriate course of action to remedy the situation. Should a situation occur whereby a teacher does not meet the MTDA Teacher Expectations Guidelines and would need to be replaced in an MTDA course, MTDA, after consulting with the local district administration, would make the final decision. If at the local level there is a pending disciplinary action regarding an MTDA teacher related to licensure and/or situations relevant to the teaching of an MTDA course, there will be an expectation that the local administration will notify MTDA of the situation.

Addition for School Year 2011-2012

Middle School World Multi-Language Sampler Pilot: Compensation for the MTDA MLS program will be similar to the high school original credit courses understanding that no new curriculum will be adopted separate from the high school program and the engaged time is less. The MLS program is in a workshop format, as opposed to semester-long courses. For each MLS workshop, each teacher will be given a \$200 minimum for the workshop plus \$40 per student per workshop.