

## Van Buren County Schools

### 2020-21 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	Pre-K-4 = Special Education 5-8 = Special Education 9-12 = Special Education, Math, Science <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education, Math, Science)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> PK-12 Special Education (6) X \$3000; 9-12 Chemistry (1) X \$3000; 9-12 Math (3) X \$3000
<b>Reach</b>	10
<b>Estimated Cost</b>	\$30,000

#### Instructional Roles or Responsibilities

N/A

Performance	
<b>Description</b>	District-Level TVAAS 3 = \$600 District-Level TVAAS 4 = \$800 District-Level TVAAS 5 = \$1000
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff <b>Eligibility Criteria:</b> District-Level TVAAS
<b>Compensation Type and Size</b>	District-Level TVAAS 3 = \$600 District-Level TVAAS 4 = \$800 District-Level TVAAS 5 = \$1000
<b>Reach</b>	77
<b>Estimated Cost</b>	\$77,000

#### Alternative Salary Schedule

**Is the district implementing an alternative salary schedule?** No

#### Education\*

Advanced degrees recognized on the salary schedule include Master's, Master's + 30, Ed.S, and Doctorate.

#### Other

N/A

\*Education is not a differentiated pay element and does not count toward the mandated criteria.