

Trenton Special School District 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Trenton Special School District (TSSD) will offer a signing bonus and retention bonus for hard to staff areas of secondary math, secondary science, and foreign language. Priority Areas: 9-12 (Math, Science, Other)
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area The award will be given as a two part bonus: \$2,000 at the time of signing and an additional \$2,000 at the end of the school year when evidence of satisfactory evaluation results are available. Existing teachers in secondary math, secondary science, and foreign language would be eligible for the additional \$2,000 at the end of the school year when evidence of satisfactory evaluation results are available. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$2,000
Reach	6
Estimated Cost	\$24,000
Instructional Roles or Responsibilities	
Description	TSSD will compensate teachers for providing additional instructional support by performing additional duties which are annually identified based on district needs. Eligible teachers must score a 4 or above and meet attendance requirements. The compensation will be given annually in the form of a stipend. Three teachers have been identified through the Teacher Leader program to provide support in communication. TSSD will compensate one teacher to provide additional support to administration, classroom teachers and instructional staff that will improve student learning in math. They will build collaborative teams with math teachers and administration in order to discuss improvements in teaching and learning, provide specific planning support and conduct lesson demonstrations, observe classrooms and provide best practice feedback, work with administration in researching and sharing effective math practices for traditional math instruction as well as ACT preparation, provide differentiated professional development that will improve classroom instruction, and assist in gathering, analyzing, and interpreting data from summative and formative assessment that informs classroom instruction. Number of Unique Roles: 2
Eligibility Criteria	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days;

	Years of experience
Compensation Type and Size	Teacher Leader - \$2,500 per teacher Math Leader - \$5,500
Reach	4
Estimated Cost	\$13,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

The district includes Bachelor's, Master's, Master's Plus 45, EDS, and Doctorate in the salary schedule for base pay. The district currently has 61% of its teachers with advanced degrees.

Other

N/A

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