

VAN BUREN COUNTY--880					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	The district will offer a supplement in the hard to staff areas of secondary Math, Chemistry, Special Education, and other areas that will be determined as need arises.	Certified in content/grade area  Attendance minimum (i.e. miss no more than 12 days)	Base Pay Increase  \$3000	7	\$21,000
<b>Performance</b>	TVAAS District Level composite 3 = \$600 TVAAS District Level composite 4 = \$800 TVAAS District Level composite 5 = \$1000	Tested teachers Non-tested teachers Portfolio teachers District Level TVAAS	Provided above.	77	\$77,000
<b>Additional Instructional Roles or Responsibilities</b>					
<b>Education*</b>	A pay increase for a Master's, Master's+30, Educational Specialist and Doctorate.				
<b>Other</b>					

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