

VAN BUREN COUNTY

2023-24 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)	
Description	No other hard-to-staff positions Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Years of experience Current teachers New hires
Compensation Type and Size	Compensation Type: Base Pay Increase Bonus Type: Compensation Amount: \$3,000 per year per teacher that qualifies.
Reach	10
Estimated Cost	\$30,000

Instructional Roles or Responsibilities	
N/A	
Performance	
Description	District Level TVAAS 3 = \$600 District Level TVAAS 4 = \$800 District Level TVAAS 5 = \$1,000
Eligibility Criteria	Eligible Teachers: Tested teachers Non-tested teachers Portfolio teachers School administrators Other instructional staff Eligibility Criteria: District-level TVAAS
Compensation Type and Size	Level 3 = \$600 Level 4 = \$800 Level 5 = \$1,000
Reach	77
Estimated Cost	\$77,000

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Advanced degrees are recognized on the salary schedule.	

Other
