



2015-16 Differentiated Pay Plan Submission Template
For
Van Buren County Schools

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance	<p><i>The district will continue to offer a traditional salary schedule (step/lane schedule that uses years of experience and education level to determine educator's increases in base pay) and will offer a bonus to each educator of the district TVAAS composite score is 3 or greater</i></p>	<p><i>The compensation will be given as a bonus</i></p> <ul style="list-style-type: none"> <i>TVAAS District-level composite 3 = \$300</i> <i>TVAAS District-level composite 4 = \$400</i> <i>TVAAS District-level Composite 5 = \$500</i> 	<p><i>The compensation will be available to all educators and administrators.</i></p> <p><i>The maximum number to receive the award would be 74.</i></p>	<p><i>The estimated total is \$37,000</i></p>	<p><i>This total makes up approximately 1.3% of the district's salary costs.</i></p>
Additional Instructional Roles or Responsibilities					
Education					
Experience					
Other					