

## Van Buren County Schools

### 2018-19 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>	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. <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area, Attendance minimum (i.e. miss no more than 12 days) Current teachers & New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Base Pay Increase <b>Compensation Amount:</b> Pre-K-12 Special Ed. (5) X \$3,000 9-12 Chemistry (1) X \$3,000 9-12 Math(3) X \$3,000
<b>Reach</b>	9
<b>Estimated Cost</b>	\$27,000

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

Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
The higher the degree the more they make. Advanced degrees 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.