

Van Buren County Schools

2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Base pay increase of \$3000. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area; Attendance minimum (i.e., miss no more than 12 days) Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Base Pay Increase Compensation Amount: Pre-K-12 Special Education (6) X \$3000 9-12 Chemistry (1) X \$3000 9-12 Math (3) X \$3000
Reach	10
Estimated Cost	\$30,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component from their 2019-20 plan.
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
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.