

Van Buren County					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>The district will offer a supplement in the hard to staff areas of secondary Math, Chemistry, Special Ed. and other areas that will be determined as need arises. Attendance of 170 out of the 180 days for the school year is required with the exception of a waiver from the Director of Schools.</i>	<i>\$3000 per year to be paid throughout the school year.</i>	<i>This award will be available only in hard to staff positions. The district typically would have no more than 5 positions per year.</i>	<i>The estimated total for this is \$15,000 (5 teachers at \$3000 each)</i>	<i>The percent will be determined by available funds.</i>
Performance	<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</i>	<i>The compensation will be offered as a bonus</i>	<i>The compensation will be available to all educators and administrators.</i>	<i>The estimated total is \$37,000</i>	<i>This total makes up approximately 1.3% of the</i>

	<i>increases in base pay) and will offer a bonus to each educator of the district TVAAS composite score is 3 or greater. Attendance of 170 out of the 180 days for the school year is required with the exception of a waiver from the Director of Schools.</i>	<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> 	<i>Maximum number to receive the award would be 74</i>		<i>district's salary costs</i>
Additional Instructional Roles or Responsibilities					
<i>Education*</i>					
<i>Experience*</i>					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*