

Trenton Special School District 2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The district will offer a signing bonus and retention bonus in the hard to staff areas of secondary math, science, and foreign language. Priority Areas: 9-12 (Math, Science, Other)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area The award will be given as a two part bonus: \$2,000 at time of signing and an additional \$2,000 at the end of the school year when evidence of satisfactory evaluation results are available. Existing teachers in TSSD would be eligible for the additional \$2,000 when satisfactory evaluation results are available. Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment, Retention Compensation Amount: \$2,000
Reach	5
Estimated Cost	\$22,000
Instructional Roles or Responsibilities	
Description	TSSD will compensate teachers for providing additional instructional support by performing additional duties which are annually identified based on district's needs. Eligible teachers must score a 4 or above and meet attendance requirements. The compensation will be given annually in the form of a stipend. Nine teachers have been identified through the Teacher Leader program to provide support in communication, professional development, and digital learning. Number of Unique Roles: 3
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Attendance minimum (i.e. miss no more than 12 days), Years of experience
Compensation Type and Size	\$2,500
Reach	9
Estimated Cost	\$22,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The district will include Bachelor's, Master's, and advanced degrees for eligible base pay as shown in the salary schedule. The district currently has 53% of its teachers with an advanced degree.	
Other	
N/A	

*Education is not a differentiated pay element and does not count toward the mandated criteria.