

## Trenton Special School District 2019-20 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)	
<b>Description</b>	The district will offer a signing bonus and retention bonus in the hard to staff areas of secondary math, secondary science, and foreign language. <b>Priority Areas: 9-12 (Math, Science, Other)</b>
<b>Eligibility Criteria</b>	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 Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> \$2,000
<b>Reach</b>	6
<b>Estimated Cost</b>	\$24,000

Instructional Roles or Responsibilities	
<b>Description</b>	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. Three teachers have been identified through the Teacher Leader program to provide support in communication. <b>Number of Unique Roles: 1</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Attendance minimum (i.e., miss no more than 12 days); Years of experience
<b>Compensation Type and Size</b>	\$2,500
<b>Reach</b>	3
<b>Estimated Cost</b>	\$7,500

Performance	
N/A	

Alternative Salary Schedule	
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**Is the district implementing an alternative salary schedule?** No

Education*	
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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 57% of its teachers with an advanced degree. Updates to the salary schedule will be added upon approval of the 2019-2020 budget in late July.

Other	
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N/A

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