

Van Buren County Schools

2021-22 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)	
Description	Educators in HTS areas are eligible to receive a base pay increase.
	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: <ul style="list-style-type: none"> • PK-12 Special Education (6) X \$3,000 • 9-12 Chemistry (1) X \$3,000 • 9-12 Math (3) X \$3,000
Reach	10
Estimated Cost	\$30,000

Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Educators and administrators receive a bonus based on district-level TVAAS.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff Eligibility Criteria: District-level TVAAS
Compensation Type and Size	Level 3 = \$600 Level 4 = \$800 Level 5 = \$1,000
Reach	77
Estimated Cost	\$77,000

Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The salary schedule includes lanes for Bachelors, Masters, Masters+30, Education Specialist, and Doctorate degrees.	
Other	
N/A	

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