

Trenton Special School District

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)	The district will offer a signing bonus and retention bonus in the hard-to-staff areas of secondary math, science, and foreign language.	The award will be given as a two part bonus: \$2,000 at time of signing and an additional \$2000 at the end of the school year when evidence of satisfactory evaluation results are available. Existing teachers in TSSD would be eligible for an additional \$2000 when evidence of satisfactory evaluation results are available.	In the past years the district has hired an average of two new teachers in these positions. Approximately four existing teachers would be eligible for this bonus.	The estimate cost for this is \$12,000. The estimate cost for this is \$8000.	Less than 1% from the general purpose budget for teachers salary expenditures.
Performance	N/A				

Additional Instructional Roles or Responsibilities	<p>TSSD will compensate teachers for providing additional instructional support by performing additional duties which are annually identified based on the district's needs. Eligible teachers must score a 4 or above and meet attendance requirements.</p> <p>Examples are mentoring, PLC leaders, technology instruction, development of classroom assessments, learning labs.</p>	The compensation will be given annually in the form of a stipend ranging from \$200 and not to exceed \$1200 at the end of the 2015-16 school year.	Approximately 20 teachers would be eligible based on evaluation scores and meeting attendance criteria. Administrative leaders would screen for additional qualities such as leadership and facilitation skills.	The estimated cost is \$12,000 for the 2016-17 school year.	This will comprise less than 1% of the district salary expenditure.
Education*	<p>The district will include Bachelor's, Master's, and advanced degrees for eligible base pay as shown in the attached 2016-17 salary schedule. Updates to reflect local funding levels will be added upon approval of the 2016-17 budget.</p>	Advanced degrees will be awarded with a base pay increase.	The district currently has 34% of its teachers with an advanced degree above Master's + 15 years level.	The estimate cost of this element is \$168,697 (without benefits)	This will comprise less than 1% of district salary expenditures.
Experience*	<p>The district will continue to award step increases for each year of experience.</p> <p>The attached salary schedule contains the 2015-16 figures. Updates to reflect local funding levels will be added upon approval of 2016-17 budget.</p>	Each teacher will earn a yearly step increase for years of experience.	All teachers are eligible.	The average step increase is \$825 per year. The estimated cost is \$78,411.	Experience payments make up less than 1% of districts salary expenditures.
Other					

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