

TRENTON--273					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
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.	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p> <p>The award will be given as a two part bonus: \$2,000 at time of signing and an additional \$2,00 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 \$2,000 when satisfactory evaluation results are available.</p>	<p>Bonus</p> <p>\$2,000</p>	4	\$9,335
Performance					

Additional Instructional Roles or Responsibilities	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. 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.	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Attendance minimum (i.e. miss no more than 12 days)</p> <p>Years of experience</p>	\$2,500	9	\$26,265
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 34% of its teachers with an advanced degree. Updates to the salary schedule will be added upon approval of the 2017-18 budget in late July.				
Other					

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