

Sevier County

2016-2017 Differentiated Pay Plan

	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
Hard-to-Staff (School, Subject, or Placement)	<i>"Critical Shortage" shall be defined by consensus agreement between the Director of Schools and President of the Sevier County Education Association</i>	<i>A one-time bonus of \$3,000-\$1,000 paid at the end of each of three years will be available to teachers employed in an endorsement area that has been identified as a critical shortage area.</i>	<i>The teacher hired in the position must be certified and if necessary highly qualified for teaching assignment. The teacher may be a new employee of the Sevier County School System or a currently employed teacher who has obtained additional endorsement in the shortage area.</i>	<i>Maximum \$3,000 per identified position.</i>	<i>0.00%</i>
Performance					
Additional Instructional Roles or Responsibilities	<i>Zero Period Classes, ACT, Advanced Placement Classes, math, science and foreign language etc., model classrooms, data coaches, lead teacher supplement, environmental teacher supplement administrative assistant supplement</i>	<i>The compensation is \$3,000 per course. or The supplement compensation is \$1,000 to \$2,000 based on 70 hours or 140 hours documented.</i>	<i>The teacher hired in the position must be certified and if necessary highly qualified to teach the course.</i>	<i>In 2015-16 the amount paid was \$183,750 Anticipated for 2016-17 \$183,750</i>	
Education*					