

Sullivan County Department of Education

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)	<i>SCDE will continue offering a signing bonus in the hard-to-staff areas of Chemistry and Physics.</i>	<i>This is a one-time \$2000 bonus paid in two installments, \$1000 in August and \$1000 in January.</i>	<i>Eligibility: It is estimated that no more than 5 of these will be awarded per year. Forecasted participation: 5 per year</i>	<i>The estimated total cost per year is \$10,000.</i>	<i>This award is less than 0.03% of the district's professional salary costs.</i>
Performance	<i>None</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>
Additional Instructional Roles or Responsibilities	<i>SCDE will continue the Teacher Leader program and sustain 80 leadership opportunities for existing teachers. The program utilizes school level teacher</i>	<i>The award will be given as a two-part stipend paid in August and January of each school year. The total award</i>	<i>Eligibility: All teachers with at least 5 years of instructional experience are eligible for these positions.</i>	<i>The estimated total annual cost will be \$142,000.</i>	<i>This program represents approximately 0.5% of the district's</i>

	<p><i>leaders as well as community teacher leaders to assist teachers and principals in implementing tools to improve student learning.</i></p> <p><i>SCDE will continue paying an annual stipend to teachers who have achieved their National Board Certification.</i></p> <p><i>SCDE will continue paying an annual stipend to teachers who act as the building level technology coaches.</i></p> <p><i>SCDE will pay teachers who serve on curriculum development committees an additional stipend.</i></p>	<p><i>will be \$1500 per teacher leader and \$2500 per community teacher leader.</i></p> <p><i>This is a \$1000 stipend paid in two installments, \$500 in December and \$500 in May.</i></p> <p><i>This is an annual \$1000 stipend paid in November of each school year.</i></p> <p><i>This will be paid as a \$20 per hour stipend. Teachers will be allowed a maximum of 24 hours to complete a project. Payment will be made at project completion.</i></p>	<p><i>There will be an application and interview process. Forecasted participation: Approximately 80</i></p> <p><i>Eligibility: Any teacher who has received national Board Certification. Forecasted participation: 2</i></p> <p><i>Eligibility: Teachers may apply to be considered for this position; there will be one per school (22).</i></p> <p><i>Eligibility: Any teacher may apply to be part of the "Curriculum and Instruction" summer development team. Forecasted participation: 75-100 teachers for</i></p>	<p><i>Total annual cost is \$2000.</i></p> <p><i>The total annual cost is \$22,000.</i></p> <p><i>The total estimated annual cost is \$48,000.</i></p>	<p><i>professional salary costs.</i></p> <p><i>This represents less than 0>01% of the district's professional salary costs.</i></p> <p><i>This represents less than 0>08% of the district's professional salary costs.</i></p> <p><i>This represents less than 0.2% of the district's professional salary costs.</i></p>
--	--	--	--	--	--

	<i>SCDE will continue paying teachers who serve as their school's administrative assistant (applicable in schools with no assistant principal).</i>	<i>This is an annual \$1000 stipend paid in one installment in November of each school year.</i>	<i>four days each</i> <i>Eligibility: Any teacher may apply through his or her principal.</i> <i>Forecasted participation:</i> <i>9</i>	<i>The total annual cost is \$9000.</i>	<i>This represents less than 0.03% of the district's professional salary costs.</i>
<i>Education*</i>	<i>SCDE will include Bachelor's, Master's, Masters + 45, Education Specialist, and Doctorate of Education for eligible base compensation as shown in the 2016-17 salary schedule.</i>	<i>Masters, Masters + 45, Education Specialist, and Doctorate of Education degrees earn a base pay increase.</i>	<i>All teachers are eligible.</i>	<i>The average base increase for advanced degrees is \$2885. The estimated annual cost is \$50,000.</i>	<i>This represents 0.15% of the district's professional salary costs.</i>
<i>Experience*</i>	<i>SCDE will continue to award step increases for each year of experience as shown in the 2016-17 salary schedule.</i>	<i>Each teacher earns a yearly step increase at the following experience levels: 1-17, 19-20, 24-25, and 30.</i>	<i>All teachers are eligible.</i>	<i>The average step increase is \$377 per year on experience levels 1-30. The estimated cost is \$350,000 per year.</i>	<i>This represents just over 1% of the district's professional salary costs.</i>

Other					
-------	--	--	--	--	--

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