

Sullivan County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Foreign Language Priority Areas: 9-12 (Math, Special Education, Other)
Eligibility Criteria	New employee incentive for hard to fill positions. New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$2,000
Reach	4
Estimated Cost	\$8,000

Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> 1. Teacher Leader Program which utilizes teacher to work with school data in concentrated area of study (ELA, Math, Social Studies/Science). They will also support classroom teachers. 2. SCDE will pay an annual stipend to teachers who serve as the building level technology coach. 3. SCDE will pay teachers who provide professional development opportunities for SCDE. 4. SCDE will pay teachers who serve as their school's administrative assistant (applicable in schools with no assistant principal) 5. SCDE will pay teachers who serve as Peer Reviewers for Early Childhood Portfolios for PreK and Kindergarten teachers. Number of Unique Roles: 5 or more
Eligibility Criteria	Certified in content/grade area Years of experience
Compensation Type and Size	<ol style="list-style-type: none"> 1. Teacher Leader = \$1,500 per teacher Grand Total = \$145,500 2. Technology Coach = \$1,000 per teacher Grand Total = \$21,000 3. Professional Development Facilitator = \$20 per hour Grand Total = \$48,000 4. Administrative Assistant = \$1,000 per teacher Grand Total = \$6,000 5. Peer Reviewer = \$500 per teacher Grand Total = \$2,500
Reach	229
Estimated Cost	\$222,500

Performance	
N/A	

Alternative Salary Schedule	
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Is the district implementing an alternative salary schedule? No

Education*	
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Teachers who earn advanced degree provide HR with an official transcript. HR then verifies the degree and sends information to Payroll Department. Advanced degrees are awarded in the following areas: MA, MA+45, Ed.S., Ed.D.

Other

SCDE will continue paying a \$1,000 annual stipend to teachers who have achieved their National Board Certification.

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