

## Sullivan County Schools

### 2020-21 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	With the growing population of students who have been identified as needing speech services, finding certified people in this area has become competitive amongst the school systems. For this reason we have identified this as a hard to staff area. <b>Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)</b>
<b>Eligibility Criteria</b>	1. Meeting IEP needs of students needing speech 2. Limited pool of people who are certified. 3. Certified in content. Only new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> This is a one time \$2000 bonus paid in two installments, \$1,000.00 in August and \$1,000.00 in January.
<b>Reach</b>	2
<b>Estimated Cost</b>	\$4,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
SCDE will include Bachelors, Masters, Masters + 30, Education Specialist, and Doctorate of Education for eligible base compensation shown in the 2020-21 salary schedule.	
Other	
Any teacher who has received National Board Certification receives a \$1000 stipend that is paid in November of each school year.	

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