



## 2015-16 Sevier County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>“Critical Shortage” shall be defined by consensus agreement between the Director of Schools and President of the Sevier County Education Association</i></p>	<p><i>A one-time bonus of \$3,000: \$1,000 paid at the end of each of three years will be available to teachers newly employed in an endorsement area that has been identified as a critical shortage area.</i></p>	<p><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></p>	<p><i>Maximum \$3,000 per identified position.</i></p>	<p><i>0.0000%</i></p>
Performance					
Additional Instructional Roles or Responsibilities	<p><i>Zero Period classes- ACT advanced placement classes, math, science, and foreign language etc.</i></p>	<p><i>The compensation is \$3,000 per course.</i></p>	<p><i>The teacher hired in the position must be certified and if necessary high qualified to teach the course.</i></p>	<p><i>In 2014-15 amount paid was \$27,000. Anticipated for 2015-16 \$27,000.</i></p>	
Education					
Experience					
Other					