

**Sullivan County Department of Education
Differentiated Pay Plan
For Fiscal Year 2015-2016**

Section I.

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)	SCDOE will continue offering a signing bonus in the hard-to-staff areas of Speech Pathology, Chemistry, and Physics.	This is a one-time \$2,000 bonus paid in two installments, \$1,000 in August and \$1,000 in January.	<p>Eligibility: It is estimated that no more than 5 of these will be awarded per year.</p> <p>Forecasted participation: 5 per year</p>	The estimated total cost per year is \$10,000.	This award is less than 0.03% of the district's professional salary costs.
Additional Instructional Roles or Responsibilities	SCDOE will adopt the Teacher Leader program and create 102 leadership opportunities for our existing teachers. The program uses school level teacher leaders, as well as community teacher leaders to assist teachers and principals in implementing tools to improve student learning.	The award will be given as a two-part stipend paid in August and January of each school year. The total award will be \$1,500 for teacher leaders and \$2,500 for community leaders.	<p>Eligibility: All teachers with at least 5 years of instructional experience are eligible for these positions. There will be an application and interview process.</p> <p>Forecasted participation: Approximately 102.</p>	The estimated total annual cost will be \$175,000. This will be funded with the 1.5% built into the 2013-14 BEP calculation for raises. This program will also replace existing data coaches for an annual savings of \$23,000.	This program represents approximately 0.5% of the district's professional salary costs.

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	SCDOE will continue paying an annual stipend to teachers who act as the building level technology coaches.	This is an annual \$1,000 stipend paid in November of each school year.	Eligibility: Teachers may apply to be considered for this position; there will be one per school (22). Forecasted participation: 22	The total annual cost is \$22,000.	This represents less than 0.08% of the district's professional salary costs.
	SCDOE will continue paying an annual stipend to teachers that have achieved their National Board Certification.	This is a \$1,000 stipend paid in two installments, \$500 in December and \$500 in May.	Eligibility: Any teacher who has received National Board Certification. Forecasted participation: 2	Total annual cost is \$2,000.	This represents less than 0.01% of the district's professional salary costs.
	SCDOE will pay teachers who serve on curriculum development committees an additional stipend.	This will be paid as a \$20/hour stipend. Teachers will be allowed a maximum of 24 hours to complete a project. Payment will be made at project completion.	Eligibility: Any teacher may apply to be part of the "Curriculum and Instruction" summer development team. Forecasted participation: 75-100 teachers for four days each	Total estimated annual cost is \$48,000.	This represents less than 0.2% of the district's professional salary costs.
	SCDOE will continue paying teachers who serve as their school's administrative assistant (applicable in schools with no assistant principal).	This is an annual \$1,000 stipend paid in one installment in November of each school year.	Eligibility: Any teacher may apply through his or her principal. Forecasted participation: 9	Total annual cost is \$9,000.	This represents less than 0.03% of the district's professional salary costs.

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Education	SCDOE will include Bachelor's, Master's, Master's+45, EDS, and EDD for eligible base compensation as shown in the attached 2014-2015 salary schedule.	Master's, Master's+45, EDS, and EDD degrees earn a base pay increase.	All teachers are eligible.	The average base increase for advanced degrees is \$2,885. The estimated annual cost is \$50,000.	This represents 0.15% of the district's professional salary costs.
Experience	SCDOE will continue to award step increases for each year of experience as shown in the attached 2014-2015 salary schedule.	Each teacher earns a yearly step increase at the following experience levels: 1-17, 19-20, 24-25, 30.	All teachers are eligible.	The average step increase is \$377 per year on experience levels 1-30. The estimated cost is \$350,000 per year.	This represents just over 1% of the district's professional salary costs.