

## SULLIVAN COUNTY

### 2022-23 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)	
<b>Description</b>	SCDE will continue offering a signing bonus in the certain hard to staff areas such as Speech. <b>Priority Areas: K-4 (As Needed), 5-8 (As Needed), 9-12 (As Needed)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area We will provide a signing bonus to any new hire speech teacher. New hires
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$2,000
<b>Reach</b>	2
<b>Estimated Cost</b>	\$4,000
Instructional Roles or Responsibilities	
<b>Description</b>	Network POC leadership opportunities: school level leaders which will work with other teachers in their building and subject on instructional practice guide and intellectual prep protocol. Science and Social Studies CAG Development: Teachers of Science and Social Studies to begin preliminary Curriculum at a Glance development. Tech Coaches: Teachers to serve as technology assistance for their building. Administrative Assistant: Teachers to serve as Principal's assistant when there is not an Assistant Principal. Peer Reviewers: Teachers who serve as reviewers for Early Childhood Portfolios that are submitted as part of the TEAM evaluation for Pre-K and Kindergarten Teachers.
	<b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Certified in content/grade area Years of experience Network POC Leadership Opportunities: All teachers with at least 3 years of instructional experience are eligible for these positions. Must demonstrate successful application of district curriculum. Science and Social Studies CAG Development: Any 3-12 Science and Social Studies teacher who has 3 years experience in their subject and demonstrated student success on TNReady tests. Tech Coach: Teachers may apply to be considered for this position. Administrative Assistant: Any teacher may apply through his or her principal. Peer Reviewer: Any Pre-K and Kindergarten Teacher who has 2 years

experience in their grade band. Selected teachers who wish to be a Peer Reviewer must go through an online certification course and pass before they can be eligible.

**Compensation Type and Size**

Network POC Leadership Opportunities (50) \* \$2,000  
 Science and Social Studies CAG Development (45) \* \$1,000  
 Tech Coach (21) \* \$1,000  
 Administrative Assistant (6) \* \$1,000  
 Peer Reviewer (5) \*\$500

**Reach**

127

**Estimated Cost**

\$174,500

**Performance**

N/A

**Alternative Salary Schedule**

*Is the district implementing an alternative salary schedule?* No

**Education\***

The salary scale has the following lanes Bach, MA, MA+45, EDS, and EDD.

**Other**

Any teacher who has received National Board Certification is eligible to receive an annual stipend of \$1,000.