

SULLIVAN COUNTY--820					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	SCDE will continue offering a signing bonus in the hard to staff areas of Chemistry and Physics. This is a one time \$2000 bonus paid in two installments, \$1000 in August and \$1000 in January. It is estimated that no more than 5 of these will be rewarded per year. Total estimated cost \$10,000.	Certified in content/grade area	Bonus This is a one time \$2000 bonus paid in two installments, \$1,000 in August and \$1,000 in January.	5	\$10,000
Performance					
Additional Instructional Roles or Responsibilities	SCDE will continue the Teacher Leader program and sustain 80 leadership opportunities for existing teachers. The program utilizes school level teacher leaders as well as	Eligibility: All teachers with at least 5 years of instructional experience are eligible for these positions. There will be an	The award will be given as a two-part stipend paid in August and January of each school year. The total award will be \$1500 per teacher leader and	Approximately 80	

	<p>community teacher leaders to assist teachers and principals in implementing tools to improve student learning.</p> <p>SCDE will continue paying an annual stipend to teachers who act as the building level technology coaches.</p> <p>SCDE will pay teachers who serve on curriculum development committees an additional stipend.</p> <p>SCDE will continue paying teachers who serve as their school's administrative assistant (applicable in schools with no assistant principal).</p>	<p>application and interview process.</p> <p>Eligibility: Teachers may apply to be considered for this position; there will be one per school (22).</p> <p>Eligibility: Any teacher may apply to be part of the "Curriculum and Instruction" summer development team.</p> <p>Eligibility: Any teacher may apply through his or her principal.</p>	<p>\$2500 per community teacher leader.</p> <p>This is a \$1000 stipend paid in two installments, \$500 in December and \$500 in May.</p> <p>This will be paid as a \$20 per hour stipend. Teachers will be allowed a maximum of 24 hours to complete a project. Payment will be made at project completion.</p> <p>This is an annual \$1000 stipend paid in one installment in November of each school year.</p>	<p>22</p> <p>75-100 teachers for four days each</p> <p>9</p>	
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Education*	SCDE will include Bachelor's, Master's, Masters + 45, Education Specialist, and Doctorate of Education for eligible base compensation as shown in the 2017-18 salary schedule. Masters, Masters + 45, Education Specialist, and Doctorate of Education degrees.				
Other	SCDE will continue paying an annual stipend to teachers who have achieved their National Board Certification.	Eligibility: Any teacher who has received national Board Certification.	This is an annual \$1000 stipend paid in November of each school year.	2	

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