

**Sullivan County Department of Education
Differentiated Pay Plan
For Fiscal Year 2014-2015**

Section I.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element. Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
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.	Eligibility: It is estimated that no more than 5 of these will be awarded per year. Forecasted participation: 5 per year	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.	Eligibility: All teachers with at least 5 years of instructional experience are eligible for these positions. There will be an application and interview process. Forecasted participation: Approximately 102.	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.

**Sullivan County Department of Education
Differentiated Pay Plan
For Fiscal Year 2014-2015**

	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.

**Sullivan County Department of Education
Differentiated Pay Plan
For Fiscal Year 2014-2015**

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.

Section II.

See attached 2013-2014 professional salary schedule.

Section III.

The Sullivan County Department of Education 2014-2015 Differentiated Pay Plan was developed by a taskforce made up of teachers and stakeholders from across the district. The taskforce was comprised of 4 teachers, 4 principals, 1 system-wide instructional coach, 4 central office administrators, and the director of schools. The taskforce met four times over a 3 month period to develop the pay plan.

Sullivan County Department of Education
2013-2014 Professional Salary Schedule

Years Exp.	BS State Salary	MA State Salary	MA+45 State Salary	EDS State Salary	EDD State Salary
0	33,373	36,721	40,048	41,383	43,409
1	33,779	37,167	40,532	41,884	43,934
2	34,180	37,605	41,013	42,380	44,453
3	34,597	38,057	41,505	42,891	44,987
4	35,012	38,520	42,008	43,410	45,533
5	35,440	38,988	42,514	43,938	46,090
6	35,867	39,465	43,032	44,472	46,651
7	36,300	40,008	43,555	45,011	47,214
8	36,918	40,758	44,093	45,568	49,125
9	38,304	42,030	45,733	46,672	49,722
10	38,757	42,527	46,274	47,224	50,310
11	39,230	43,049	46,838	47,799	50,940
12	39,794	43,650	47,393	48,369	51,525
13	40,527	44,423	47,965	48,957	52,253
14	41,868	45,498	49,091	49,538	53,325
15	42,379	46,048	49,689	50,138	53,971
16	42,881	46,592	50,276	50,731	54,610
17	42,891	46,604	50,287	50,746	54,622
18	42,891	46,604	50,287	50,746	54,622
19	43,065	46,782	50,468	51,095	55,536
20	43,405	47,178	50,896	51,359	55,536
21	43,405	47,178	50,896	51,359	55,536
22	43,405	47,178	50,896	51,359	55,536
23	43,405	47,178	50,896	51,359	55,536
24	43,571	47,344	51,062	51,524	55,701
25	43,918	47,798	51,497	51,965	55,701
26	43,918	47,798	51,497	51,965	55,701
27	43,918	47,798	51,497	51,965	55,701
28	43,918	47,798	51,497	51,965	55,701
29	43,918	47,798	51,497	51,965	55,701
30	44,084	47,963	51,664	52,133	55,701
31	44,084	47,963	51,664	52,133	55,701
32	44,084	47,963	51,664	52,133	55,701
33	44,084	47,963	51,664	52,133	55,701
34	44,084	47,963	51,664	52,133	55,701
35	44,084	47,963	51,664	52,133	55,701
36	44,084	47,963	51,664	52,133	55,701
37	44,084	47,963	51,664	52,133	55,701
38	44,084	47,963	51,664	52,133	55,701
39	44,084	47,963	51,664	52,133	55,701

Sullivan County Department of Education
2013-2014 Professional Salary Schedule

Years Exp.	BS State Salary	MA State Salary	MA+45 State Salary	EDS State Salary	EDD State Salary
40	44,084	47,963	51,664	52,133	55,701
41	44,084	47,963	51,664	52,133	55,701
42	44,084	47,963	51,664	52,133	55,701
43	44,084	47,963	51,664	52,133	55,701
44	44,084	47,963	51,664	52,133	55,701
45	44,084	47,963	51,664	52,133	55,701
46	44,084	47,963	51,664	52,133	55,701
47	44,084	47,963	51,664	52,133	55,701
48	44,084	47,963	51,664	52,133	55,701
49	44,084	47,963	51,664	52,133	55,701