

JOHNSON CITY--901					
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)	If no qualified teacher responds to a 2nd posting or newspaper advertisement the position will be reposted and advertised in local and regional newspapers, at colleges and universities and on statewide websites. A \$3000 signing bonus will be offered, to be paid on 2 lump sum amounts during the sign in year.	Certified in content/grade area	Bonus \$3,000	1	\$3,500
Performance					
Additional Instructional Roles or Responsibilities	The System will provide a stipend for teacher who provide mentorship to new teachers in the Johnson City System.	Years of experience Only teachers with experience in the Johnson city System will be paid as mentors.	An annual payment of \$500 stipend for the first teacher mentored, with an additional \$100 for additional teachers mentored.	35	\$27,000

Education*	<p>Johnson City Schools pays teachers based on the following degrees:</p> <p>Bachelor's</p> <p>Master's</p> <p>Master's plus 30 hours</p> <p>Ed.S</p> <p>Ed.D</p> <p>Each degree earned above a Bachelor's is awarded a base pay increase.</p>				
Other					

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