

Johnson City Schools

2018-19 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)	
Description	<p>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 \$3,000 signing bonus will be offered, to be paid in 2 lump sum amounts during the sign-on year.</p> <p>Priority Areas: 9-12 (Science)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Current teachers & New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention</p> <p>Compensation Amount: A \$3,000 signing bonus will be offered, to be paid in 2 lump sum amounts during the sign-on year.</p>
Reach	1
Estimated Cost	\$3,500
Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> 1. The System will provide a stipend for teachers who provide mentorship to new teachers in the Johnson City System. 2. Johnson City Technology Teacher Leaders are selected through a rigorous interview process. They receive intensive professional development and serve as trainers, resource providers and co-teachers for all teachers at their respective schools. They help fulfill the Board of Education's vision for our digital learning initiatives. 3. Curriculum Council members are selected by principals to attend monthly meetings during which time they receive timely and pertinent information relevant to curriculum and instruction. They then return to the school level and share this information with fellow teachers. <p>Number of Unique Roles: 3</p>
Eligibility Criteria	<p>Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area, Years of experience</p> <ol style="list-style-type: none"> 1. Only teachers with experience in the Johnson City System will be paid as mentors. 2. Teachers have to fill out a written application for the Technology Teacher Leader role and go through an interview process. 3. Curriculum Council members are selected at the school level.
Compensation Type and Size	<ol style="list-style-type: none"> 1. An annual payment of up to \$500 stipend for the first teacher mentored (25 hours of mentoring), with an additional \$100 for additional teachers mentored. 2. \$500 per teacher leader serving after the first year 3. \$20 per hour for attending monthly meetings
Reach	85
Estimated Cost	\$55,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators are paid on a scale which is based on their degree. Advanced degrees include: Master's, Master's+30, EDS, and EDD.

Other

Each teacher will receive a \$500 bonus upon receipts of National Board Certification if certification is achieved while the teacher is employed by Johnson City Schools. Each teacher with National Board Certification will receive an annual stipend of \$2,000.

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