SULLIVAN COUNTY
2023-24 Differentiated Pay Plan

Hard-to-Staff	☒
Instructional Roles	☒
Performance	☐
Alternative Salary Schedule	☐

Hard to Staff (School, Subject, or Placement)	
Description	SCDE will continue offering a signing bonus in the certain hard to staff areas such as Speech. **Priority Areas: K-4 (**As Needed**), 5-8 (**As Needed**), 9-12 (**As Needed**)**
Eligibility Criteria	Certified in content/grade area We will provide a signing bonus to any new hire speech teacher. New hires
Compensation Type and Size	**Compensation Type:** Bonus **Bonus Type:** Signing/Recruitment **Compensation Amount: $**2,000
Reach	2
Estimated Cost	$4,000

Instructional Roles or Responsibilities	
Description	SCDE will pay Implementation Network POC leadership opportunities for existing SCDE teachers. The program utilizes school level leaders which will work with other teachers in their building and subject (ELA and Math) on instructional practice guide and intellectual prep protocol. SCDE will continue paying an annual stipend to teachers who serve as the building level technology coach. **Number of Unique Roles:** 3
Eligibility Criteria	Certified in content/grade area Years of experience POC Leaders: All teachers with at least 3 years of instructional experience are eligible for these positions. Must demonstrate successful application of district curriculum. There will be an application and interview process. Technology Coach:Teachers may apply to be considered for this position; there will be one per school , with 4 schools having 2 (19).
Compensation Type and Size	POC leader:$2,000 Technology Coach: $1,000
Reach	49
Estimated Cost	$79,000

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

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