

SEVIER COUNTY--780					
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)	<p>"Critical Shortage" shall be defined by consensus agreement between Director of Schools and President of the Sevier County Education Association. This same criterion will be used for hard-to-staff.</p> <p>Zero period classes, ACT, Advanced Placement classes, math, science and foreign language, etc.</p>	<p>Certified in content/grade area</p> <p>The hired teacher must be certified and if necessary highly qualified to teach the course.</p>	<p>A one-time bonus of \$3,000 to be distributed \$1,000 paid at the end of each of three years will be available to teachers employed in an endorsement area that has been identified as a critical shortage area or hard-to-staff area.</p> <p>The compensation is \$3,000 per course.</p>	0	\$0
Performance					
Additional Instructional	Model classrooms, data coaches, lead teacher supplement.	Certified in content/grade area	The supplement compensation is \$1,000 to \$2,000	88	\$175,660

Roles or Responsibilities		The teacher hired in the position must be certified and if necessary highly qualified to teach the course.	based on 70 hours or 140 hours documented.		
Education*	Sevier County has a pay plan that continues to pay on teaching experience of the employee and education degrees recognized on the educator overview for licensure of the State Department of Education. At this time, the school board has no plans to change current schedules.				
Other					

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