



**Differentiated Pay Plan**  
*Effective Date: 2012-13 School Year*

Signing Bonus

A \$2000 signing bonus is awarded in two installments (\$1000 each year for two years) to classroom teachers who meet the following guidelines:

- are fully licensed in the teaching area at start date
- have not received a signing bonus from Sampson County Schools in the last five years
- are not currently participating in the NC Retirement System

**Differentiated Pay Plan** - Teachers who meets the criteria noted above and are hired full-time in a subject area of high need will receive an additional \$2000 signing bonus (\$1000 each year for two years).\*

*\*Subject areas of high need will be determined by the Board of Education.*

Supplement

Certified staff members receive a 7% supplement (based on the prior year teacher salary schedule).

**Differentiated Pay Plan**

- Classroom teachers in subject areas of high need will receive an additional 3% supplement.\*
- Classroom teachers in subject areas of high need at schools of high need will receive an additional 2% supplement (in addition to the 3%).\*

*\*Subject areas of high need and schools of high need will be determined by the Board of Education.*