

## Dayton City School

### 2020-21 Differentiated Pay Plan

|                             |                                     |
|-----------------------------|-------------------------------------|
| Hard-to-Staff               | <input type="checkbox"/>            |
| Instructional Roles         | <input type="checkbox"/>            |
| Performance                 | <input checked="" type="checkbox"/> |
| Alternative Salary Schedule | <input type="checkbox"/>            |

| Hard to Staff (School, Subject, or Placement)   |   |
|---|---|
| N/A   |   |
| Instructional Roles or Responsibilities   |   |
| N/A   |   |
| Performance   |   |
| Description   | The District has incorporated a bonus system that uses teacher effectiveness score (Level 4&5).   |
| Eligibility Criteria  | <b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers<br><b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) |
| Compensation Type and Size  | Level 5 teachers will receive \$300.00 and Level 4 teachers will receive \$150.00.  |
| Reach   | 57  |
| Estimated Cost  | \$16,200  |
| Alternative Salary Schedule   |   |
| <i>Is the district implementing an alternative salary schedule?</i> No  |   |
| Education*  |   |
| The District will include Bachelors and Masters degrees for eligible base pay compensation as shown in attached 2020-2021 salary schedule.  |   |
| Other   |   |
| <b>Inactive HTS Component:</b> The District will offer a signing bonus and retention bonus in the hard to staff area of Middle School Math and Special Education area of K-8. The award will be given as a two part bonus, \$1,000.00 in December after signing and an additional \$1,000.00 when teachers gain tenure. |   |

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