

## Dayton City School

### 2021-22 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</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.
<b>Eligibility Criteria</b>	<b>Priority Areas: K-4 (Special Education), 5-8 (Math, Special Education)</b> Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention <b>Compensation Amount:</b> \$2,000.00
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,000
Instructional Roles or Responsibilities	
<b>Description</b>	Attend all required coaches' training; Attend weekly meetings with Principal of Curriculum and Instruction to determine a support path for teachers; Serve on Leadership team; Conduct TEAM evaluations; Maintain confidentiality; Attend teacher PLC meetings bi-weekly; Lead bi-weekly PLC meetings; Support Mentor Teachers; Daily classroom presence: observe instruction, model effective instruction, providing feedback, host demonstration lessons; Support the development of daily instructional schedule; Plan and deliver professional development; Collect and analyze benchmark data to ensure students have action plans; Assist Principal with curriculum development; Align curriculum and resources; Provide best practices in content areas; Provide best practices in content areas; Provide encouragement, guidance, and support to teachers; Set up and attend weekly coaching meetings with teachers; Assist teachers in setting goals and provide follow-up support as they make instructional decisions; Assist teachers with creating assessments and analyzing data; Assist individual teachers with analyzing assessment data to determine areas of need; Maintain evidence of classroom visits/supports (calendar); Maintain evidence of classroom observations and professional development (binder); Support teachers with work requiring technology when needed <b>Number of Unique Roles:</b> 1
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area; Advanced degrees
<b>Compensation Type and Size</b>	\$2,000.00
<b>Reach</b>	1
<b>Estimated Cost</b>	\$2,000
Performance	
<b>Description</b>	The District has incorporated a bonus system that uses teacher

effectiveness score (Level 4&5). Teachers who have those scores from the 2020-2021 school year will receive a one time bonus.

<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; School administrators <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE)
<b>Compensation Type and Size</b>	The bonus will be paid in December, 2021 check. Level 5 teachers will receive \$300.00 and Level 4 teachers will receive \$150.00.
<b>Reach</b>	64
<b>Estimated Cost</b>	\$17,000

#### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

#### Education\*

The District will include Bachelors and Masters degrees for eligible base pay compensation as shown in the 2021-2022 salary schedule

#### Other

**N/A**

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