

## DICKSON COUNTY

### 2023-24 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>Middle &amp; Secondary mathematics teachers are hard to staff.</p> <p>Middle &amp; Secondary science teachers are hard to staff.</p> <p>ESL/ELL teachers are hard to staff.</p> <p>Special Education teachers are hard to staff.</p> <p>Alternative School teachers are had to staff.</p> <p>School Psychologists are hard to staff.</p> <p><b>Priority Areas: K-4</b> (ESL/ELL, School Psychology, Special Education), <b>5-8</b> (Math, Science, ESL/ELL, School Psychology, Special Education), <b>9-12</b> (Math, Science, ESL/ELL, School Psychology, Special Education)</p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>Can be in the form of tuition reimbursements or placements.</p> <p>Current teachers</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment Retention</p> <p><b>Compensation Amount:</b> Varies from \$500 - \$3,000 up to 25 potential positions</p>
<b>Reach</b>	25
<b>Estimated Cost</b>	\$60,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>1. Teacher-leaders who assist with district-wide curriculum projects.</p> <p>2. Teacher-leaders who serve as mentors (either for new staff or for GYO).</p> <p>3. Teacher -leaders who serve as building RTI Managers.</p> <p>4. Teacher-leaders who serve as S-Team leaders.</p> <p>5. Teacher-leaders who are Instructional Coordinators.</p> <p>6. Teacher-leaders who are Instructional Coaches.</p> <p><b>Number of Unique Roles:</b> 5 or more</p>
<b>Additional Details</b>	<p>1- selected by district staff (supervisors and/or instructional coordinators</p> <p>2 - selected by GYO manager or building principals.</p> <p>3 - selected by building principals.</p> <p>4 - selected by building principals</p> <p>5 &amp; 6 - selected by district leaders</p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p>
<b>Compensation Type and</b>	1. up to \$2,000 - 8 positions

<b>Size</b>	2. up to \$1,000 - 16 positions 3. up to \$2,000 16 positions 4. \$15/hour (varies) 5. % stipend (6 positions) 6. Up to 5 additional days @ daily rate (up to 16 positions)
<b>Reach</b>	160
<b>Estimated Cost</b>	\$125,000
<b>Performance</b>	
N/A	
<b>Alternative Salary Schedule</b>	
<i>Is the district implementing an alternative salary schedule?</i> No	
<b>Education*</b>	
DCS maintains pay lanes based upon earning the MA, Eds. and EdD.	
<b>Other</b>	