

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)	
Description	<p>Middle & Secondary mathematics teachers are hard to staff. Middle & Secondary science teachers are hard to staff. ESL/ELL teachers are hard to staff. Special Education teachers are hard to staff. Alternative School teachers are had to staff. School Psychologists are hard to staff. Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (Math, Science, ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, ESL/ELL, School Psychology, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area Can be in the form of tuition reimbursements or placements. Current teachers New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Varies from \$500 - \$3,000 up to 25 potential positions</p>
Reach	25
Estimated Cost	\$60,000
Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> 1. Teacher-leaders who assist with district-wide curriculum projects. 2. Teacher-leaders who serve as mentors (either for new staff or for GYO). 3. Teacher -leaders who serve as building RTI Managers. 4. Teacher-leaders who serve as S-Team leaders. 5. Teacher-leaders who are Instructional Coordinators. 6. Teacher-leaders who are Instructional Coaches. <p>Number of Unique Roles: 5 or more</p>
Additional Details	<ol style="list-style-type: none"> 1- selected by district staff (supervisors and/or instructional coordinators 2 - selected by GYO manager or building principals. 3 - selected by building principals. 4 - selected by building principals 5 & 6 - selected by district leaders
Eligibility Criteria	<p>Level of overall effectiveness (LOE) Individual TVAAS Certified in content/grade area</p>
Compensation Type and	1. up to \$2,000 - 8 positions

Size	<ul style="list-style-type: none"> 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)
Reach	160
Estimated Cost	\$125,000
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
DCS maintains pay lanes based upon earning the MA, Eds. and EdD.	
Other	