

## Dyersburg City Schools

### 2019-20 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>	Certified math teachers who can teach courses above Algebra I, as well as Chemistry and Biology <b>Priority Areas: 9-12 (Math, Science)</b>
<b>Eligibility Criteria</b>	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
<b>Reach</b>	10
<b>Estimated Cost</b>	\$20,000
Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Leaders Lead Teachers Mentors <b>Number of Unique Roles: 3</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS Important leaders in development
<b>Compensation Type and Size</b>	Teacher Leaders \$1,500 Lead Teachers \$1,000 Mentors \$750
<b>Reach</b>	34
<b>Estimated Cost</b>	\$51,100
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
District pay scale is based on step and ladder. Certified personnel are compensated for every 15 quarter hours through their doctorate. The following degrees are included in the salary schedule: BS, BS+15, MA, MA+15, MA+30, MA+45, EDS, and Doctorates.	
Other	
N/A	

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