

2015-16 Dickson County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a stipend for teachers who elect to or are assigned to teach at New Directions Academy.	Stipend \$3,000/year	E: 15 F: 15	\$45,000	0.17%
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a stipend for teachers who are assigned to teach an Advanced Placement Course.	Stipend \$1,500/class	E: 8 F: 10	\$15,000	0.06%
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a signing or transfer bonus for teachers who accept a position which is declared "hard to fill."	Bonus Varies between \$500 - \$5,000	E: Varies depending on need F: Varies depending on need	\$30,000	0.11%
Hard-to-Staff (School, Subject, or Placement)	DCS will offer a tuition reimbursement plan for teachers who agree to seek certification for positions which are declared "hard to fill."	Reimbursement Varies.	E: Varies depending on need F: Varies depending on need	\$30,000	0.11%
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a stipend to the Parent Liaison in Title I Schools.	Bonus	E: 10 F: 10	\$10,000	0.05%
Performance	Principals & Directors who meet certain agreed-upon metrics will be eligible for	Bonus	E: 27 F: 15	\$20,000	0.10%

	bonus payments.				
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who assist in developing / revising local pacing guides.	Stipend \$750	E: 120 F: 25	\$18,750	0.07%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who serve as mentor teachers to new or struggling teachers.	Stipend \$500	E: 450 F: 60	\$30,000	0.11%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who serve as RTI managers in their buildings.	Stipend \$2,000	E: 450 F: 18	\$36,000	0.14%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who serve as S-team leaders in their buildings.	Stipend \$15/hr	E: 450 F: 56	\$28,000	0.10%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who assist with special district-wide curricular projects as determined by the Administration.	Stipend As needed.	E: 25 F: 10	\$3,000	0.01%
Additional Instructional Roles or Responsibilities	DCS will pay a supplement to Instructional Coordinators.	Supplement Varies	E: 4 F: 4	\$24,000	0.09%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to Instructional Coaches who design and present professional learning opportunities.	Stipend Varies	E: 9 F: 9	\$3,000	0.01%
Education	<i>DCS will maintain pay lanes based upon recognized degrees.</i>	<i>Base Varies by degree</i>	<i>E: 650 F: 400</i>	<i>\$1.4 M</i>	<i>5.30%</i>

Experience	<i>DCS will maintain pay steps based upon recognized experience.</i>	<i>Base Varies by experience</i>	<i>E: 650 F: 600</i>	<i>\$2.6 M</i>	<i>10.0%</i>
Other					