

DICKSON COUNTY--220					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	<p>* DCS will pay a stipend for teachers who elect to or are assigned to teach at New Directions Academy.</p> <p>* DCS will pay a stipend for teachers who are assigned to teach an Advanced Placement Course.</p> <p>* DCS will pay a signing or transfer bonus for teachers who accept a position which is declared "hard to fill."</p> <p>* DCS will offer a tuition reimbursement plan for teachers who agree to seek certification for positions which are declared "hard to fill."</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p>	<p>Bonus</p> <p>NDA - \$3,000; AP - \$1,500/class; Signing bonus - varies \$500-\$1,500; Tuition - varies</p>	35	\$165,000
Performance					

Additional Instructional Roles or Responsibilities	<p>* DCS will pay a stipend to teacher-leaders who assist in developing / revising local pacing guides.</p> <p>* DCS will pay a stipend to teacher-leaders who serve as mentor teachers to new or struggling teachers.</p> <p>* DCS will pay a stipend to teacher-leaders who serve as RTI managers in their buildings.</p> <p>* DCS will pay a stipend to teacher-leaders who serve as S-team leaders in their buildings.</p> <p>* DCS will pay a stipend to teacher-leaders who assist with special district-wide curricular projects as determined by the Administration.</p> <p>* DCS will pay a supplement to Instructional Coordinators.</p> <p>* DCS will pay a stipend to Instructional Coaches who design and present</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Years of experience</p>	<p>Pacing - \$750; Mentor - \$500; RTI - \$2,000; S-team - \$15/hr; District project manager - varies; PD - varies</p>	183	\$185,000

	professional learning opportunities.				
Education*	Teachers who earn a Master's Degree earn approximately \$2,500 per year in additional salary dollars. Teachers who earn the ED.S. Degree early approximately \$4,000 above the Master's per year in additional salary dollars. Teachers who earn the Ed.D. Degree early approximately \$4,500 above the Ed.S. degree per year in additional salary dollars.				
Other					

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