

DYERSBURG--231					
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)					
Performance					
Additional Instructional Roles or Responsibilities	<p>Teacher Leader Committee - Meet on a regular basis (monthly) to advise the administration on relevant school topics.</p> <p>Tech support - One individual per school dedicated to tech support, education and implementation of the staff and students.</p> <p>Instructional Coaches - Exemplary classroom teachers help develop and</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Any teacher may apply for the positions. Applicants are interviewed and reviewed before selection.</p>	<p>Teacher Leader Committee: \$2,500</p> <p>Tech support: \$2,000</p> <p>Instructional Coaches: \$2,500</p> <p>Inservice: \$500 per session</p> <p>Mentors: \$1,000</p> <p>Team Lead: \$2,500</p>	60	\$120,000

	<p>refine the skills of teachers in their areas of need.</p> <p>Inservice providers - Teachers who have an area of expertise that is needed on a broader scale within the system are asked to present during inservice.</p> <p>Mentors - Experienced teachers are asked to mentor new personnel to help them acculturate to the building culture.</p> <p>Department/Team lead - Lead teacher for a grade span, department, SPED, etc. Charged to communicate on a more frequent basis with administration and disseminate information to their peers.</p>				
<b>Education*</b>	Dyersburg City Schools provides increases for additional hours toward advanced degrees topping out at PhD. These increments are for each 15 quarter hours earned.				
<b>Other</b>					

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