

Dickson County Schools

2018-19 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	DCS will pay a stipend for teacher who elect to, or are assigned to, teach at the New Directions Academy (Alternative School). Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Math, Science, Other)
Eligibility Criteria	Certified in content/grade area Teacher shortages in mathematics, upper-division science, and special education. Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: varies between \$500 and \$5000
Reach	8
Estimated Cost	\$30,000

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Teacher-leaders who develop / revise local pacing guides. Teacher-leaders who serve as mentors to new and / or struggling teachers. Teacher-leaders who serve as RTI managers in their buildings. Teacher-leaders who serve as S-team leaders in their buildings. Teacher-leaders who assist with special district-wide curricular projects. Instructional Coordinators Instructional coaches who design and present professional learning opportunities.
	Number of Unique Roles: 5 or more
Eligibility Criteria	Level of Overall Effectiveness (LOE) recommended by building principal (for building level positions); others are interviewed and assigned by district staff.
Compensation Type and Size	Varies per role from \$25/hour +
Reach	100
Estimated Cost	\$180,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Master's Degree = BS + \$2,500

EDS Degree = BS + \$6,500

EDD Degree = BS + \$11,000

Other

\$2,500 upon completion of National Board Certification

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