

Dyersburg City 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	It is difficult to attract math teachers who can teach beyond Algebra I. It is difficult to attract and retain High School science teachers. Our Special Education teachers are difficult to attract for our medically fragile and emotionally disturbed classes. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Math, Science, Special Education)
Eligibility Criteria	Certified in content/grade area Bonuses were given to attract potential employees but also given to our current teachers in Math and Science to retain them. Current teachers & New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: \$2,000
Reach	15
Estimated Cost	\$30,000
Instructional Roles or Responsibilities	
Description	Instructional leadership team, Coaching and mentoring. Number of Unique Roles: 2
Eligibility Criteria	Level of Overall Effectiveness (LOE), Individual TVAAS, Certified in content/grade area Mentor, Coach and Guide teachers. Advise administration.
Compensation Type and Size	\$750
Reach	2
Estimated Cost	\$1,500
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Our educators are on a traditional step and ladder scale. We advance salaries for every 15 quarter hours (10 semester hours) earned in excess of their initial degree: BS+15, BS+30, MA, MA+15, MA+30, MA+45, Ed.S, Doc.	
Other	
N/A	

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