

## Dyer County

### 2023-24 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

#### Hard to Staff (School, Subject, or Placement)

N/A

#### Instructional Roles or Responsibilities

**Description** RTIB2 Leaders will work with teachers, staff and administrators to develop Positive Behavior Intervention Supports for the school. The leader will help facilitate program, monitor RTIB2 data and aid in needed training.

Instructional leaders will participate in the NIET instructional leadership program. Leaders will assist instructional supervisors and principals in addressing learning loss, technology needs, and academic and whole child programming.

**Number of Unique Roles:** 2

**Eligibility Criteria** Level of overall effectiveness (LOE)  
 Certified in content/grade area  
 Years of experience  
 There will be an application process with a rubric for Instructional Leader position.

**Compensation Type and Size** RTIB2B (10) x \$1,000  
 Instructional Leader (15) x \$1,000

**Reach** 25

**Estimated Cost** \$30,000

#### Performance

**Description** A performance-based bonus will be awarded to a certified educator that receives a Level of Overall Effectiveness Score (LOE) of 4 or 5.

- \* Educators with a LOE score of 4 will receive \$400 each.
- \* Educators with a LOE score of 5 will receive \$500 each.

**Eligibility Criteria** **Eligible Teachers:** Tested teachers  
 Non-tested teachers  
 Portfolio teachers  
 School administrators  
 Other instructional staff

**Eligibility Criteria:** Level of overall effectiveness (LOE)

- Bonus will be given to the educator only if the teacher is employed by the system the following year.
- Bonus will be given to certificated instructional and administrative staff that has an overall level effectiveness of a 4 or 5.

**Compensation Type and Size** Educators with a LOE score of 4 will receive \$400 each.  
 Educators with a LOE score of 5 will receive \$500 each.

**Reach** 240

**Estimated Cost** \$115,000



### Alternative Salary Schedule

***Is the district implementing an alternative salary schedule?*** No

### Education\*

The salary schedule includes lanes for BA, MA, MA+30, ED.S, and ED.D

### Other

- Administrators are included in the performance based criteria for teachers.  
LOE 4 = \$400 LOE of 5= \$500
- Bonus will be given to the educator only if the teacher is employed by the system the following year.
- Bonus will be given to certificated instructional and administrative staff that has an overall level effectiveness of a 4 or 5 or district growth and/or achievement of 4 or 5.
- Bonuses will be allocated to personnel after the school system receives the school's completed data reports as reported by the State Department of Education.