

Dickson County Schools (220)					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include 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? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a stipend for teachers who elect to or are assigned to teach at New Directions Academy.	Stipend \$3,000/year	E: 15 F: 15	\$45,000	0.17%
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a stipend for teachers who are assigned to teach an Advanced Placement Course.	Stipend \$1,500/class	E: 8 F: 10	\$15,000	0.06%
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a signing or transfer bonus for teachers who accept a position which is declared "hard to fill."	Bonus Varies between \$500 - \$5,000	E: Varies depending on need F: Varies depending on need	\$30,000	0.11%

Hard-to-Staff (School, Subject, or Placement)	DCS will offer a tuition reimbursement plan for teachers who agree to seek certification for positions which are declared "hard to fill."	Reimbursement Varies.	E: Varies depending on need F: Varies depending on need	\$30,000	0.11%
Hard-to-Staff (School, Subject, or Placement)	DCS will pay a stipend to the Parent Liaison in Title I Schools.	Bonus	E: 10 F: 10	\$10,000	0.05%
Performance	Principals & Directors who meet certain agreed-upon metrics will be eligible for bonus payments.	Bonus	E: 27 F: 15	\$20,000	0.10%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who assist in developing / revising local pacing guides.	Stipend \$750	E: 120 F: 25	\$18,750	0.07%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who serve as mentor teachers to new or struggling teachers.	Stipend \$500	E: 450 F: 60	\$30,000	0.11%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who serve as RTI managers in their buildings.	Stipend \$2,000	E: 450 F: 18	\$36,000	0.14%

Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who serve as S-team leaders in their buildings.	Stipend \$15/hr	E: 450 F: 56	\$28,000	0.10%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to teacher-leaders who assist with special district-wide curricular projects as determined by the Administration.	Stipend As needed.	E: 35 F: 10	\$28,000	0.10%
Additional Instructional Roles or Responsibilities	DCS will pay a supplement to Instructional Coordinators.	Supplement Varies	E: 4 F: 4	\$30,000	0.10%
Additional Instructional Roles or Responsibilities	DCS will pay a stipend to Instructional Coaches who design and present professional learning opportunities.	Stipend Varies	E: 9 F: 9	\$3,000	0.01%
Education	<i>DCS will maintain pay lanes based upon recognized degrees.</i>	<i>Base Varies by degree</i>	<i>E: 650 F: 400</i>	<i>\$1.6 M</i>	<i>5.40%</i>
Experience	<i>DCS will maintain pay steps based upon recognized experience.</i>	<i>Base Varies by experience</i>	<i>E: 650 F: 600</i>	<i>\$2.8 M</i>	<i>10.20%</i>