

Dayton City School

2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	The District will offer a signing bonus and retention bonus in the hard-to-staff area of middle school math. Priority Areas: 5-8 (Math)
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: The award will be given as a two part bonus, \$1,000 in December after signing and additional \$1,000 when teacher gains tenure.
Reach	0
Estimated Cost	0
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	The District has incorporated a bonus system that uses teacher effectiveness score (Level 4&5). Teachers who have those scores from the 2018-2019 school year will receive a one time bonus.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE)
Compensation Type and Size	The bonus will be paid in December 2019 check. Level 5 teachers will receive \$300 and level 4 teachers will receive \$150.
Reach	58
Estimated Cost	\$15,450
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
The District will include Bachelors and Masters degrees for eligible base pay compensation as shown in attached 2018-2019 salary schedule. Degrees above EDS will no longer be compensated in base pay.	
Other	
N/A	

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