

Dickson County Schools

2019-20 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	Dickson County will pay a stipend for teachers who elect to, or are assigned to teach at New Directions Academy (Alternative School). Dickson County will offer incentives to attract highly qualified candidates in secondary mathematics or science. Dickson County will offer incentives to attract highly qualified candidates in special education K-12. Priority Areas: K-4 (Special Education), 5-8 (Math, Special Education), 9-12 (Math, Science, School Psychology, Special Education)
Eligibility Criteria	Certified in content/grade area Teacher shortages and competitiveness among districts are causing additional difficulty in attracting and retaining highly qualified candidates. IHEs are not producing enough graduates for all of the vacancies that exist among the school districts. Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: 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 and or revise local pacing guides or instructional documents. Teacher leaders who serve as mentors to new and or struggling educators. Teacher leaders who serve as RTI managers in their buildings. Teacher leaders who serve as S Team leaders in their buildings. Teachers who assist with special district-wide curricular projects. Instructional Coordinators. Instructional coaches who assist with assessment. Teacher leaders who maintain school level websites. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of overall effectiveness (LOE) Certified in content/grade area Teachers leaders are selected by administration (district and or building) to complete specified tasks. They are eligible for such bonuses.
Compensation Type and Size	in general, \$25 per hour. Website designer earns \$1000 for the year.
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

Ed.S. Degree = BS + \$6,500

Ed.D. Degree = BS + \$11,000

Other

\$2,500 for National Board Certification completion.

Principals are eligible for bonuses based upon their school's performance in the accountability model.

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