

Dickson County Schools

2020-21 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	<p>Middle & Secondary Mathematics teachers are difficult to find.</p> <p>Middle & Secondary Science teachers are difficult to find.</p> <p>ESL/ELL teachers are difficult to find at all levels.</p> <p>Special Education teachers are difficult to find at all levels.</p> <p>New Directions Academy (Alternative School) can be difficult to staff.</p> <p>Priority Areas: K-4 (Special Education, ESL, Other), 5-8 (Math, Science, Special Education, ESL, Other), 9-12 (Math, Science, Special Education, ESL, Other)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Teachers assigned to these areas must be qualified & certified. For staff at NDA, they must be willing to work in the alternative school setting.</p> <p>Current teachers and new hires are eligible.</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention</p> <p>Compensation Amount: \$500 - \$3,000</p> <p>Varies based upon circumstances. NDA teachers (#5 above) are provided a stipend of \$3000 for the academic year.</p>
Reach	25
Estimated Cost	\$60,000

Instructional Roles or Responsibilities	
Description	<ol style="list-style-type: none"> 1. Teacher-leaders who assist with district curriculum work. 2. Teacher-leaders who serve as mentors to new or struggling teachers. 3. Teacher-leaders who serve as building RTI managers. 4. Teacher-leaders who serve as S-Team leaders 5. Teacher-leaders who are Instructional Coordinators. <p>Number of Unique Roles: 5 or more</p>
Eligibility Criteria	<p>Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area</p> <p>Teacher-leaders are selected by their building principal, then approved by the Division Director.</p>
Compensation Type and Size	<ol style="list-style-type: none"> 1. Coaches \$16,000 (16 @ 1,000) 2. Curriculum work (varies) 3. RTI Managers (32,000) (16 @ 2,000) 4. S-Team varies (\$15/hr) 5. Coordinators varies (% stipend)
Reach	164
Estimated Cost	\$100,000

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

DCS maintains pay lanes based upon degrees & steps.

Other

National Board Certification: \$2000 stipend

Administrator Performance Pay: Principals & Directors who meet certain agreed-upon metrics will be eligible for a bonus. Amount will not exceed \$2,500 per administrator. Approximately 20 administrators will be eligible for an estimated total district cost of \$50,000.

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