

## Dickson County School District 2021-22 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)	
<b>Description</b>	Educators in hard to staff areas will be eligible for signing/recruitment and retention bonuses.  <b>Priority Areas: K-4</b> (ESL/ELL, Special Education, School Psychology, Other: Alternative Program), <b>5-8</b> (Math, ESL/ELL, Special Education, School Psychologist, Other: Alternative Program), <b>9-12</b> (Math, Science, ESL/ELL, Special Education, School Psychology, Other: Alternative Program)
<b>Eligibility Criteria</b>	Certified in content/grade area; Certification in the content & grade level Teachers assigned to the alternative program must be willing to work in an alternative setting, often with behaviorally challenged students. Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment; Retention <b>Compensation Amount:</b> Amount of pay will vary based upon circumstances of obtaining/recruiting. (usually \$1500): 15 x \$1,500 Alternative program teachers receive a bonus of \$3,000 for teaching the entire year in that environment. 10 x \$3,000
<b>Reach</b>	25
<b>Estimated Cost</b>	\$60,000
Instructional Roles or Responsibilities	
<b>Description</b>	1. TL who assist with district curriculum projects. 2. TL who serve as mentors to new and/or struggling teachers. 3. TL who serve as building RTI managers. 4. TL who serve as building S-Team leaders. 5. TL who serve as Instructional Coaches. 6. TL who serve as Instructional Coordinators. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Certified in content/grade area TL are selected by the building principal, then approved by the Divisional Directors. Coaches & Coordinators are assigned by District Administration.
<b>Compensation Type and Size</b>	Dist Curriculum project (15) x \$2,000 Mentors (20) x \$500 RTI Managers 16 x \$2,000 STeam 30 x \$15/hour Coaches 16 x \$1,500 Coordinators 5 x \$3,000
<b>Reach</b>	100
<b>Estimated Cost</b>	\$200,000
Performance	
N/A	

### Alternative Salary Schedule

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

### Education\*

Dickson County Schools maintains a traditional salary schedule with recognition at MA, EDS, and EDD levels.

### Other

National Board certified teachers receive a \$2,000 annual stipend.

Administrators who meet certain agreed-upon metrics will be eligible for bonuses. Amounts do not exceed \$3,000 per administrator. Approximately 25 administrators will be eligible for this bonus. Metrics are a part of the individual's contract with the DOS.

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