

DICKSON COUNTY

2022-23 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 hard to staff.</p> <p>Middle & Secondary science teachers are hard to staff.</p> <p>ESL/ELL teachers are hard to staff.</p> <p>Special Education teachers are hard to staff.</p> <p>Alternative School teachers are had to staff.</p> <p>School Psychologists are hard to staff.</p> <p>Priority Areas: K-4 (ESL/ELL, School Psychology, Special Education), 5-8 (Math, Science, ESL/ELL, School Psychology, Special Education), 9-12 (Math, Science, ESL/ELL, School Psychology, Special Education)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>Can be in the form of tuition reimbursements or placements.</p> <p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: Varies from \$500 - \$3,000 up to 25 potential positions</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 projects. 2. Teacher-leaders who serve as mentors. 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)</p> <p>Individual TVAAS</p> <p>Certified in content/grade area</p>
Compensation Type and Size	<ol style="list-style-type: none"> 1. up to \$2,000 - 8 positions 2. up to \$1,000 - 16 positions 3. up to \$2,000 16 positions 4. \$15/hour (varies) 5. % stipend (6 positions)
Reach	150
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 earning the MA, Eds. and EdD.

Other

\$2500 annually

Principals and Directors who meet certain agreed-upon metrics will be eligible for a performance bonus. Amount will not exceed \$2500 per administrator. Approximately 25 administrators potentially qualify.