

Dyersburg City School					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	<i>We offer signing bonus if a hard to fill position. We also include the bonus for our current teachers in those positions.</i>	\$2000	<i>Certified people who fill the job description</i>	0	0
Performance					
Additional Instructional Roles or Responsibilities	<i>Teacher Leaders, Teacher Coaches, Teacher mentors, Before school, After school duties, 21 Century programs, tutoring, inservice leaders, SPED leads</i>	<i>Payment in salary</i>	<i>All certified staff may apply for any of these positions</i>	\$342,602	3%
<i>Education*</i>	<i>In salary schedules</i>	<i>In salary</i>	<i>All certified staff</i>	\$1,372,600	12%
<i>Experience*</i>	<i>In salary schedules</i>	<i>In salary</i>	<i>All certified staff</i>	\$915,067	6%

Other					
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**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*