

## Dyersburg City 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)	
<b>Description</b>	Certified math teachers who can teach courses above Algebra 1 as well as Chemistry and Biology. <b>Priority Areas: 9-12 (Math, Science)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area; Training for additional staff to become certified in these content areas 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> \$2,000
<b>Reach</b>	10
<b>Estimated Cost</b>	\$20,000

Instructional Roles or Responsibilities	
<b>Description</b>	Teacher Leaders Lead Teachers Mentor Teachers Remote Learning Video Instructor
	<b>Number of Unique Roles: 4</b>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Individual TVAAS; Certified in content/grade area Develop future leaders for Dyersburg City Schools Provide video lessons for our Remote Learning Academy based on levels of effectiveness; we want to use our highly effective teachers in this capacity
<b>Compensation Type and Size</b>	Teacher Leaders - \$1500 Lead Teachers - \$1000 Mentors \$750 Remote Learning Video Instructor - \$1800
<b>Reach</b>	80
<b>Estimated Cost</b>	\$137,800

Performance	
N/A	

Alternative Salary Schedule	
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***Is the district implementing an alternative salary schedule?*** No

Education*	
Educators are compensated as they complete hours above their bachelors degree in increments of 15. The salary schedule includes lanes for BA, BA+15, BA+30, MA, MA+15, MA+30, MA+45, EDS, and DOC.	

Other	
Our district provides additional compensation to our administrators in each building: \$1500 per person.	

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