

## Dyer County Schools

### 2018-19 Differentiated Pay Plan

Hard-to-Staff	<input type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input checked="" type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

#### Hard to Staff (School, Subject, or Placement)

N/A

#### Instructional Roles or Responsibilities

<b>Description</b>	RTIB2 leaders will be at the forefront of all tasks assigned at the discretion of supervisors and/or principals. <b>Number of Unique Roles:</b> 5 or more
<b>Eligibility Criteria</b>	Level of Overall Effectiveness (LOE) RTI2B Training for Tier I and II.
<b>Compensation Type and Size</b>	\$1,000
<b>Reach</b>	10
<b>Estimated Cost</b>	\$12,000

#### Performance

<b>Description</b>	Certified staff will receive compensation/ bonus pay if the certified staff has an overall level effectiveness of a 4 or 5.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers, Non-tested teachers <b>Eligibility Criteria:</b> Level of Overall Effectiveness (LOE) Differentiated Pay Guidelines Bonus will be given to the teacher only if the teacher is employed by the system the following year. Bonus will be given to certificated instructional and administrative staff. Bonuses will be allocated to personnel after the school system receives the school's completed data reports (report card) as reported by the State Department of Education.

How Itinerant Persons will be compensated:

- Alternative Placement and Homebound Teachers-If she/he serves a student with academic instruction for a student whose home school meets the bonus criteria, she/he will receive the bonus prorated according to the # of schools she/he serves in the past year.
- Speech Teacher, Music Teacher, Band Teacher, Guidance Counselor-If the teacher serves a student in a school that meets the criteria, the teacher will receive the bonus.
- Instructional Coaches-If one school that the instructional coach serves meets the criteria, the coach receives the bonus.
- Vocational Supervisor-If the high school meets the criteria, the vocational supervisor receives the bonus.
- Title I, Special Education and Elementary Supervisor-If one school served by the supervisor receives the bonus
- Data Specialist and School Psychologist -If one school meets the

criteria, he/she receives the bonus

- Special Education Consulting Teachers-If one school that the consulting teacher serves meets the criteria, the consulting teacher will receive the bonus.

<b>Compensation Type and Size</b>	\$400
<b>Reach</b>	263
<b>Estimated Cost</b>	\$125,000

#### Alternative Salary Schedule

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

#### Education\*

Educators are compensated for years of experience and advanced degrees. Advanced degrees include: Master's, Master's+10, Master's+20, Master's+30, Ed.S, and Doctorate.

#### Other

Teachers that have completed the National Board Certification process receive a \$2,500.00 stipend.

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