

## Decatur County Schools

### 2019-20 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
<b>Description</b>	<p>1) Secondary math-Geometry is classified as hard-to-staff based on a minimal number (1) of applicants for advertised positions. After 2 different job postings for the secondary math position, only 1 qualified applicant has applied. Based on the need to fill the position, a signing bonus will be offered to the applicant in the amount of \$4,000.</p> <p>2) There are ESL students enrolled at 3 of the 4 schools within the school system which span all grade levels. Due to district budget constraints, only 1 ESL teacher can be funded which requires a split day between the 3 schools. As a result, the teacher receives a bonus of \$1,400 to cover travel costs.</p> <p><b>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Math, ESL/ELL)</b></p>
<b>Eligibility Criteria</b>	Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention</p> <p><b>Compensation Amount:</b></p> <p>9-12 Math Teacher (1) x \$4,000</p> <p>ESL Teacher (1) x \$1,400</p>
<b>Reach</b>	2
<b>Estimated Cost</b>	\$5,400
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Decatur County will continue to pay for 5 education lanes: Bachelors, Masters, Masters+30/45, EdS, and Doctorate. All degrees will be awarded with a base pay increase, depending upon the degree, as indicated on the attached salary schedule.	
Other	
N/A	

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