

I. Description of Differentiated Elements (Required Section)*

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in **addition to education and experience**. As a reminder, **education and experience do not qualify as a type of differentiated pay**. They are collected in the table below for contextual information.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan. See the Supplemental documents tab on the [website](#) to view a sample table that contains an example of each type of differentiated element.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the criteria for receiving the award.	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)					
Performance					
Additional Instructional Roles or Responsibilities	Instructional/Learning Leaders will be assigned to Level 1 performing teachers and will have defined requirements and expectations along with a job description to improve student learning in the classrooms of Level 1 teachers.	Compensation will be paid in bonus form: \$2,500.00 per leader for a school year.	Eligibility: Level 4 and 5 teachers will be eligible. This number is 53 for DeKalb County. We estimate 10 will take advantage of the bonus/award.	Leaders accepting this responsibility will receive \$2,875.00 for a total cost to DeKalb County being \$28,750.00.	All areas of differentiation will be in bonus form and will not affect base salary.
Education					



DeKalb County Board of Education

Wiring students to learn, achieve, and succeed

Dr. Danielle Collins
Interim Director of Schools

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Below is DeKalb County's 2015-2016 Differentiated Pay Plan. It is required by the state and is a continuation of the 2014-2015 plan. The funding of this plan requires no additional local monies. For the 2015-2016 year we propose the money to be used to fund the effort as described below.

Differentiated Pay Guidelines

1. The current salary schedule(s) will be maintained with steps for experience and degree.
2. Additional Instructional Roles and Responsibilities: \$2,500.00
 - a. Maximum of 10 high performing teachers selected on the basis of Effectiveness scores (data/observations) coaching and mentoring Level 1 teachers
 - b. High Performing teachers will receive pay as a Bonus/Award –Bonuses will be distributed in a one-time pay-out in the spring, pending expectations have been meet.
3. All bonuses are pending program funding and may not occur annually.

Sincerely,

Dr. Danielle Collins