



2015-16 Decatur County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)					
Performance					
Additional Instructional Roles or Responsibilities	<p><i>The district will expand the implementation of Leadership through the creation of Teacher-Leaders.</i></p> <p><i>Teachers with a TEAM Effectiveness Score of 3, 4, or 5 may apply for a Teacher-Leader position. Teacher-Leaders will be selected based on an interview with the School Principal, Curriculum Supervisor, and Curriculum/Data Coach(es).</i></p>	<p><i>A bonus of \$500 will be given to participating Teacher-Leaders.</i></p>	<p><i>Teachers with a TEAM Effectiveness Score of 3, 4, or 5 are eligible to apply for the Teacher-Leader positions. There will be 20 teachers chosen to fill the positions. Each position will receive a \$500 bonus.</i></p>	<p><i>The estimated cost is \$10,000.</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>
Education	<p><i>Decatur County will continue to use our current salary schedule: see attached</i></p>	<p><i>We plan a small increase for each education level.</i></p>	<p><i>All Teachers.</i></p>	<p><i>Estimated increases will depend on the availability of local funding.</i></p>	<p><i>Less than 2%.</i></p>
Experience	<p><i>Decatur County will continue</i></p>	<p><i>We plan a small increase for</i></p>	<p><i>All Teachers.</i></p>	<p><i>Estimated</i></p>	<p><i>Less than 2%.</i></p>

	<i>to use our current salary schedule: see attached</i>	<i>each education level.</i>		<i>increases will depend on the availability of local funding.</i>	
Other					