

Decatur County Schools					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	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	<p><i>The district will continue to focus on Leadership and Educator Support by maintaining the Teacher Leader program.</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 application and interview process with the School Principal,</i></p>	<p><i>A bonus of \$1,500 will be given to participating Teacher-Leaders. This will be paid as a one-time payout at the end of the 2nd semester.</i></p>	<p><i>Teachers with a TEAM Effectiveness Score of 3, 4, or 5 are eligible to apply for the Teacher-Leader positions.</i></p> <p><i>There will be 18 teacher leader positions available. It is anticipated that all</i></p>	<p><i>The estimated cost is \$27,000. This amount will require \$10,000 from General Funds and \$17,000 from Title II-A Funds.</i></p>	<p><i>This award makes up less than 1% of the district's annual salary costs.</i></p>

	<i>Curriculum Supervisor, and/or Curriculum/Data Coach(es).</i>		<i>18 positions will be filled.</i>		
Additional Instructional Roles or Responsibilities	<i>Decatur County will pay a supplement to Curriculum/Data Coaches who will work with teacher leaders in designing and presenting professional learning activities. Coaches will provide instructional guidance and support to apprentice and/or low performing teachers.</i>	<i>A supplement of \$2,500 will be paid to Curriculum/Data Coaches that work full-time and \$1,250 for those working half-time.</i>	<i>There will be 4 positions available. Three positions will be full-time and one will be half-time.</i>	<i>The estimated cost will be \$8,750.</i>	<i>Less than 1%.</i>
Education*	<i>Decatur County will continue to pay for 5 education lanes: Bachelors, Masters, Masters+30/45, EdS, and Doctorate. See attached salary schedule.</i>	<i>All degrees will be awarded with a base pay increase, depending upon the degree, as indicated on the attached salary schedule.</i>	<i>All teachers are eligible.</i>	<i>The district estimates that 4 degree increases will occur during 2016-17 at an estimated cost of \$10,000.</i>	<i>Less than 1%.</i>
Experience*	<i>Decatur County will continue to award step increases up to 20 years. See attached salary schedule.</i>	<i>Teachers will earn step increases based on years of experience as indicated in the attached salary schedule.</i>	<i>All teachers are eligible.</i>	<i>The district estimates that the 2016-17 step experience increase will be approximately \$70,000.</i>	<i>Less than 2%.</i>
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*