

# Decatur County

## 2023-24 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) Middle Grades 6-8 Math is classified as hard-to-staff based on the district receiving only 1 application for 2 vacancies that have occurred at the district's middle school. An applicant that will be required to return to school to add the 6-8 Math endorsement will receive a bonus of \$1,500 for 3 years. The 2024-2025 school year will complete the 3rd and final year of the bonus.</p> <p>2) There are ESL students enrolled at all 4 schools within the school system which span all grade levels. Due to district budget constraints and a low number of ESL students, only 1 ESL teacher is hired by the district. The schools are all within a 7 mile radius. The ESL teacher receives a bonus of \$1,400 to cover travel costs.</p> <p><b>Priority Areas: K-4 (ESL/ELL), 5-8 (Math, ESL/ELL), 9-12 (ESL/ELL)</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Certified in content/grade area</p> <p>Current teachers</p> <p>New hires</p>
<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> 6-8 Math Teacher (1) x \$1,500 ESL Teacher (1) x \$1,400</p>
<b>Reach</b>	2
<b>Estimated Cost</b>	\$2,900
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
<p>Decatur County will continue to pay for 5 education lanes:</p> <p>Bachelors</p> <p>Masters</p> <p>Masters+30/45</p> <p>EdS</p> <p>Doctorate</p> <p>All degrees will be awarded with a base pay increase depending upon the degree as indicated on the attached salary schedule.</p>	
Other	

