

DeKalb County School System					
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	Instructional/Learning Leaders will be assigned to Level 1 and 2 performing teachers and will have defined requirements and expectations along with a job description to improve student learning in the classrooms of Level 1 and 2	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 72 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 from and will not affect base salary.
Education*					
Experience*					
Other					