

Decatur County Schools

2018-19 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input checked="" type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	<p>1) There are ESL students enrolled at 3 of the 4 schools within the system which span all grade levels. Due to district budget restrictions, only 1 ESL teacher can be funded which requires a split day between the 3 schools. As a result, the teacher receives a bonus of \$2,800 to cover travel costs.</p> <p>2) Secondary Science-Chemistry is classified as hard-to-staff based on a minimal number (2) of applicants for advertised positions. Teachers that have an active 7-12 license in another area that would complete the required praxis exams/coursework to obtain the Secondary Science-Chemistry endorsement would be reimbursed for the costs associated with exams/coursework.</p> <p>Priority Areas: K-4 (ESL/ELL), 5-8 (ESL/ELL), 9-12 (Science, ESL/ELL)</p>
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area Current teachers & New hires
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Retention</p> <p>Compensation Amount: ESL Teacher (1) x \$2,800 9-12 Chemistry Teacher (1) x \$1,200</p>
Reach	2
Estimated Cost	\$4,000

Instructional Roles or Responsibilities	
Description	<p>ELA Instructional Coach: Assist with professional development activities in grades K-8, collaborate with teachers in reviewing student data and developing goals and strategies on how to improve instruction and increase student achievement. The ELA Coach will work with teachers after the traditional work day.</p> <p>Number of Unique Roles: 1</p>
Eligibility Criteria	Level of Overall Effectiveness (LOE) Certified in content/grade area
Compensation Type and Size	ELA Instructional Coach (1) X \$10,835
Reach	1
Estimated Cost	\$10,835

Performance

N/A

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Decatur County will continue to pay for 5 education lanes: Bachelors, Masters, Masters+30/45, EdS, and Doctorate. All degrees will be awarded with a base pay increase, depending upon the degree.

N/A

**Education is not a differentiated pay element and does not count toward the mandated criteria.*