

Decatur County Schools

2020-21 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)	
Description	1) Secondary Math-Geometry is classified hard-to-staff due to only 1 qualified applicant when the position was posted last year. The teacher was given a bonus of \$4,000 which began in the 2019-20 school year and will be given for 3 years ending June 30, 2022. Priority Areas: K-4 (ESL), 5-8 (ESL), 9-12 (Math, ELA, ESL)
Eligibility Criteria	Level of overall effectiveness (LOE); Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: Math-Geometry Teacher (1) x \$4,000
Reach	1
Estimated Cost	\$4,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> 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, as indicated in the attached salary schedule.	
Other	
N/A	

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