

DECATUR COUNTY--200					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	<p>The district will offer a salary supplement in the following hard-to-staff positions:</p> <p>1) School Guidance Counselor for grades 9-12 has been deemed hard-to-staff due to a limited number of applicants that are certificated and endorsed based on TDOE guidelines.</p> <p>2) Art Education for grades K-4 to serve two elementary schools within the district. Due to district budget restrictions, only 1 Art Teacher can be funded which will require a split</p>	<p>Level of Overall Effectiveness (LOE)</p> <p>Certified in content/grade area</p>	<p>Base Pay Increase</p> <p>School Guidance Counselor will be \$2,500</p> <p>Art Teacher will be \$2,800</p>	2	\$5,300

	day between the 2 elementary schools.				
Performance					
Additional Instructional Roles or Responsibilities					
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 on the attached salary schedule.				
Other					

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