

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

Appendix B of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the criteria for receiving the award.	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 performing teachers and will have defined requirements and expectations along with a job description to improve student learning in the classrooms of Level 1 teachers.	Compensation will be paid in bonus form: \$5,000.00 per Leader for a school year.	Eligibility: Level 4 and 5 teachers will be eligible. This number is 52 for DeKalb County. We estimate 5 will take advantage of the bonus/award.	\$5,750.00 per Leader for a total of \$28,750.00.	All areas of differentiation will be in bonus form and will not affect base salary.

Education					
Experience					
Other					

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

Attached you will find a current salary schedule for this school year. The 2014-2015 salary schedule will not reflect any changes from the 2013-2014 salary. This salary schedule will be maintained with steps for experience and degrees.

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

Future state funding will include a percentage of the increase to be applied across the board, with the remaining allocated to differentiated/bonus pay.

DeKalb County Board of Education 2013-14 Certified Salary Scale

Years	BS Degree		MA Degree		MA+ Degree		EdS Degree		Doctorate	
	Total	Total/12	Total	Total/12	Total	Total/12	Total	Total/12	Total	Total/12
0	34,211	2,850.92	36,804	3,067.00	39,127	3,260.58	40,057	3,338.08	42,143	3,511.92
1	35,394	2,949.50	38,028	3,169.00	40,355	3,362.92	41,270	3,439.17	42,738	3,561.50
2	35,457	2,954.75	38,095	3,174.58	40,421	3,368.42	41,336	3,444.67	42,738	3,561.50
3	35,735	2,977.92	38,372	3,197.67	40,675	3,389.58	41,647	3,470.58	43,440	3,620.00
4	36,100	3,008.33	38,818	3,234.83	41,094	3,424.50	42,081	3,506.75	44,337	3,694.75
5	36,534	3,044.50	39,332	3,277.67	41,630	3,469.17	42,569	3,547.42	45,239	3,769.92
6	37,539	3,128.25	40,396	3,366.33	42,715	3,559.58	43,696	3,641.33	46,607	3,883.92
7	38,149	3,179.08	41,092	3,424.33	43,399	3,616.58	44,414	3,701.17	47,581	3,965.08
8	38,644	3,220.33	41,633	3,469.42	43,933	3,661.08	45,152	3,762.67	49,006	4,083.83
9	39,089	3,257.42	42,132	3,511.00	44,452	3,704.33	46,115	3,842.92	50,046	4,170.50
10	39,646	3,303.83	42,733	3,561.08	45,130	3,760.83	46,295	3,857.92	50,225	4,185.42
11	40,735	3,394.58	43,891	3,657.58	46,338	3,861.50	47,483	3,956.92	51,327	4,277.25
12	41,141	3,428.42	44,302	3,691.83	46,734	3,894.50	47,957	3,996.42	51,543	4,295.25
13	41,769	3,480.75	45,032	3,752.67	47,453	3,954.42	48,514	4,042.83	52,629	4,385.75
14	42,181	3,515.08	45,505	3,792.08	47,891	3,990.92	48,952	4,079.33	52,819	4,401.58
15	42,675	3,556.25	46,030	3,835.83	48,427	4,035.58	49,744	4,145.33	53,931	4,494.25
16	43,014	3,584.50	46,382	3,865.17	48,707	4,058.92	49,855	4,154.58	53,982	4,498.50
17	43,199	3,599.92	46,589	3,882.42	48,992	4,082.67	50,651	4,220.92	54,940	4,578.33
18	43,312	3,609.33	46,705	3,892.08	49,108	4,092.33	50,651	4,220.92	54,940	4,578.33
19	43,496	3,624.67	46,892	3,907.67	49,498	4,124.83	51,532	4,294.33	55,930	4,660.83
20	43,496	3,624.67	46,892	3,907.67	49,498	4,124.83	51,532	4,294.33	55,930	4,660.83
21	43,548	3,629.00	46,943	3,911.92	49,549	4,129.08	51,584	4,298.67	55,981	4,665.08
22	43,548	3,629.00	46,943	3,911.92	49,549	4,129.08	51,584	4,298.67	55,981	4,665.08
23	43,548	3,629.00	46,943	3,911.92	49,549	4,129.08	51,584	4,298.67	55,981	4,665.08
24	43,548	3,629.00	46,943	3,911.92	49,549	4,129.08	51,584	4,298.67	55,981	4,665.08
25	43,548	3,629.00	46,943	3,911.92	49,549	4,129.08	51,584	4,298.67	55,981	4,665.08
26& UP	43,650	3,637.50	47,046	3,920.50	49,651	4,137.58	51,686	4,307.17	56,083	4,673.58