

Houston County Schools

2021-22 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	The district will pay a sign-on bonus for hard-to-staff areas identified by the school/department administrators and approved by the Director of Schools. Currently, the district has identified speech-language pathology and teachers of the visually impaired as hard to staff. Priority Areas: K-4 (Special Education, Speech Language Pathology, Visually Impaired), 5-8 (Special Education, Speech Language Pathology, Visually Impaired), 9-12 (Special Education, Speech Language Pathology, Visually Impaired)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible. Hard-to-staff personnel will have the option to receive the bonus in a single payout or have it divided over three (3) years.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: Speech-Language Pathologist (1) x \$10,000 Teacher for the Visually Impaired (1) x \$9,000
Reach	2
Estimated Cost	\$19,000

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> Work-Based Learning Coordinator: Leads WBL program and collaborates with other instructors, administrators, and community business leaders. Serves as teacher of record for capstone WBL courses offering WBL placements. Conducts site visits to WBL partners. English Learners Coordinator/Teacher: Assesses, tracks, and provides individualized instruction for English Learners. Provides academic feedback to general classroom teachers on instructional practices for ELs. Response to Instruction and Intervention Coordinator: Assists in planning and implementation of RTI2 program in the school while providing information and guidance to other instructors. Federal Compliance Coordinator: Provides administrative support by implementing procedures and policies while maintaining compliance audit data. Number of Unique Roles: 4
Eligibility Criteria	Certified in content/grade area; Years of experience; Advanced degrees
Compensation Type and Size	Teacher Leader (4) x 5,600
Reach	4
Estimated Cost	\$22,400

Performance	
N/A	

Alternative Salary Schedule

Is the district implementing an alternative salary schedule? No

Education*

Educators with advanced degrees are compensated on a higher salary scale. The district provides pay increases for Master's, Master's + 30 credit hours, Educational Specialist, and Doctorate degrees.

Other

N/A

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