

## Houston County 2023-24 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)	
<b>Description</b>	<p>The district will pay a sign-on bonus for hard-to-staff areas identified by school/department administrators and approved by the Director of Schools. Currently the district has identified higher-level secondary math and special education teacher of the visually impaired as hard-to-staff.</p> <p><b>Priority Areas: K-4, 5-8, 9-12 (Math, Special Education)</b></p>
<b>Eligibility Criteria</b>	<p>Certified in content/grade area</p> <p>New hires</p>
<b>Compensation Type and Size</b>	<p><b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment</p> <p><b>Compensation Amount:</b> Higher Level Secondary Math Teacher (1) x \$11,000</p> <p>Teacher for the Visually Impaired (1) x \$9,000</p>
<b>Reach</b>	2
<b>Estimated Cost</b>	\$20,000
Instructional Roles or Responsibilities	
<b>Description</b>	<p>CAREER &amp; TECHNICAL EDUCATION (CTE) DIRECTOR/WORK-BASED LEARNING (WBL) COORDINATOR: Manages the CTE budget and monitors overall effectiveness of CET programs and ensures they are implemented within federal, state, and local regulations. Leads WBL program and collaborates with school and community stakeholders. Conducts site visits to WBL partners.</p> <p>ENGLISH LEARNER (EL) COORDINATOR/INSTRUCTOR: Assesses, tracks, and provides individualized instruction for ELs. Provides academic feedback to general classroom teachers on instructional practices for ELs.</p> <p>FEDERAL COMPLIANCE COORDINATOR: Provides administrative support by implementing procedures and policies while maintaining compliance audit data.</p> <p>RESPONSE TO INSTRUCTION AND INTERVENTION (RTI2) COORDINATOR/ACADEMIC COACH: Assists in planning and implementation of intervention program in school while providing information and guidance to instructors.</p> <p><b>Number of Unique Roles: 5</b></p>
<b>Eligibility Criteria</b>	<p>Level of overall effectiveness (LOE)</p> <p>Years of experience</p> <p>Advanced degrees</p>

Compensation Type and Size	Teacher Leader (8) x \$5,200
Reach	8
Estimated Cost	\$41,600
Performance	
N/A	
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> 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	