

Houston County Schools

2018-19 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 offer a signing bonus in hard-to-staff areas as identified by the school administration and approved by the Director of Schools. Hard-to-staff personnel will have the option to take the bonus in one lump sum or have it divided over three years. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)
Eligibility Criteria	Certified in content/grade area The award is available to new teachers/professionals in hard-to-staff areas. New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: PreK-12 Speech-Language Pathologist (1) x \$3,354
Reach	1
Estimated Cost	\$3,354
Instructional Roles or Responsibilities	
Description	Compensation will be given to teachers and teacher-leaders with additional roles including instruction, RTI2 coordination, English Learners, Work-Based Learning, and Federal compliance tasks. Number of Unique Roles: 5 or more
Eligibility Criteria	Level of Overall Effectiveness (LOE), Certified in content/grade area, Years of experience
Compensation Type and Size	Additional instruction: Stipend of \$20 per hour Teacher-Leaders with additional roles and responsibilities: Compensation will be a portion of the teacher's base salary. Teachers will receive pay for 220 days per year versus a 200-day teacher contract.
Reach	10
Estimated Cost	\$30,000
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Teachers with advanced degrees are compensated on a higher salary scale. The district compensates for MA, MA+30, Ed.S., Ph.D.	
Other	
N/A	

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