

## Houston County Schools 2020-21 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>                            | The district will pay a sign-on bonus for hard-to-staff areas identified by the school/department administration and approved by the Director of Schools. Currently, the district has identified speech-language pathology as hard to staff.<br><b>Priority Areas: K-4 (Other), 5-8 (Other), 9-12 (Other)</b> |
| <b>Eligibility Criteria</b>                   | Certified in content/grade area<br>Hard-to-staff personnel will have the option to receive the bonus in a single payment or have it divided over three years.<br>Current teachers and new hires are eligible.   |
| <b>Compensation Type and Size</b>             | <b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment<br><b>Compensation Amount:</b> Speech-Language Pathologist (1) x 10,000  |
| <b>Reach</b>                                  | 1   |
| <b>Estimated Cost</b>                         | \$3,355   |

| Instructional Roles or Responsibilities |  |
|---|--|
| <b>Description</b>                      | <p>Work-Based Learning Coordinator: Oversees WBL coordination in collaboration with other instructors and administrators. Serves as teacher of record for capstone WBL courses offering WBL placements. Conducts site visits to WBL partners.</p> <p>English Learners Coordinator/Teacher: Assess, track, and provide academic feedback on achievement and instructional practices to general classroom teachers and administration. Provide individualized instruction with appropriate materials.</p> <p>RTI2 Coordinator: Assist in planning and implementation of Response to Instruction and Intervention program in the school while providing information and guidance to teachers.</p> <p>Federal Compliance Coordinator: Provides administrative support by implementing procedures and policies while maintaining compliance audit data.</p> <p><b>Number of Unique Roles: 4</b></p> |
| <b>Eligibility Criteria</b>             | Certified in content/grade area; Years of experience; Advanced degrees   |
| <b>Compensation Type and Size</b>       | Compensation will be a portion of the teacher's base salary. Teacher-leaders will receive pay for 220 days per year versus a 200-day teacher contract.   |
| <b>Reach</b>                            | 4  |
| <b>Estimated Cost</b>                   | \$22,000   |

| 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.*