

Houston County (420)					
2016-17 Differentiated Pay Plan					
Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	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)	<i>The district will offer a one-time signing bonus in hard-to-staff areas as identified by the school administration and approved by the Director of Schools.</i>	<i>The differentiated pay compensation will be a one-time bonus that may not exceed 20% of the base salary. The teacher must commit to serving in the hard to staff position for a period of 3 years. A teacher who voluntarily leaves the system during the 3 year commitment period must reimburse Houston County</i>	<i>This award will be available to new teachers in the district. Our district typically employs 1 to 2 teachers district wide in the areas identified to receive differentiated pay compensation.</i>	<i>The estimated total is less than \$10,000.</i>	<i>The award makes up less than 1% of the district's annual salary costs.</i>

Performance					
Additional Instructional Roles or Responsibilities	<i>The district may provide compensation for extra responsibilities to teachers who teach student intervention programs before/after school hours.</i>	<i>Stipend \$20/hr</i>	<i>Eligible: 101 Forecasted Participants: 15</i>	<i>The estimated cost is \$12,000.</i>	<i>The award makes up less than 1% of the district's annual salary costs.</i>
Education*					
Experience*					
Other					

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*