



2015-16 Houston County Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
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>	<p><i>Eligible: 105</i></p> <p><i>Forecasted Participants: 15</i></p>	<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					