

HOUSTON COUNTY--420					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is 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?	How much does the district estimate it will pay out for this differentiated pay element?
Hard-to-Staff (School, Subject, or Placement)	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.	Certified in content/grade area The award is available to new teachers/professionals in hard-to-staff areas.	Bonus The bonus will not exceed 20% of the individual's base salary.	2	\$10,000
Performance					
Additional Instructional Roles or Responsibilities	Stipends will be given to teachers who serve as mentor teacher to new or struggling teachers. Compensation will be given to teacher-leaders with <u>additional</u> roles of developing and implementing school-wide benchmarks and completing Federal compliance tasks.	Level of Effectiveness (LOE) Years of Experience	Teacher Mentor: Stipend of \$20 per hour. Teacher-Leaders with additional roles: Compensation will be a portion of the teacher's base-pay. Teachers will receive pay for 220 days per year versus 200-day teacher calendar.	6	\$12,000

Education*	Teachers with advanced degrees are compensated on a higher salary scale.				
Other					

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