

Houston County Schools

2019-20 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 sign-on bonus for hard-to-staff areas as identified by the school/department administration and approved by the Director of Schools. Priority Areas: K-4 (Special Education), 5-8 (Special Education), 9-12 (Special Education)
Eligibility Criteria	Must be certified in content/grade area. Hard-to-staff personnel will have the option to take the bonus in a single lump sum or have it divided over three years. New hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: Speech-Language Pathologist (1) x \$10000
Reach	1
Estimated Cost	\$3,355

Instructional Roles or Responsibilities	
Description	<ul style="list-style-type: none"> RTI2 Coordinator: Assist in planning and implementation of Response to Instruction and Intervention in the school while providing information and guidance to teachers. Federal Compliance Coordinator: Provides administrative support by implementing procedures and policies and maintaining compliance audit data. English Learner Teacher: Assess, track, and provide academic feedback on achievement and instructional practices to classroom teachers and administration. Provide individualized instruction with appropriate materials. Work-Based Learning Coordinator: Serves as teacher of record for capstone WBL courses offering work-based learning placements. Oversees work-based learning coordination in collaboration with other instructors and administrators. Number of Unique Roles: 4
Eligibility Criteria	Certified in content/grade area; Years of experience; Advanced degrees
Compensation Type and Size	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.
Reach	4
Estimated Cost	\$22,000

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 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.*