

Polk County Schools

2019-20 Differentiated Pay Plan

Hard-to-Staff	<input checked="" type="checkbox"/>
Instructional Roles	<input type="checkbox"/>
Performance	<input type="checkbox"/>
Alternative Salary Schedule	<input type="checkbox"/>

Hard to Staff (School, Subject, or Placement)	
Description	Fully Qualified Chemistry 9-12 Fully Qualified Secondary Math 6-12 Candidates must have previous relevant, content-related coursework to be considered fully qualified. Priority Areas: 5-8 (Math), 9-12 (Math, Science)
Eligibility Criteria	Certified in content/grade area; Experience with a good LOE would be beneficial Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment/Retention Compensation Amount: \$3,000 per 1st and 2nd year
Reach	3
Estimated Cost	\$9,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	Updated May 2020: Due to COVID-19 school closures and no evaluation or testing data for 2019-20, the district has elected to remove the performance component from the 2019-20 differentiated pay plan.
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
BS, MEd., EdS., EdD or PhD are included in the salary schedule.	
Other	
N/A	

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