

Polk County Schools

2018-19 Differentiated Pay Plan

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

Hard to Staff (School, Subject, or Placement)	
Description	Fully Certified math teachers in grades 6-12 certified in secondary math. School Psychologist when needed. Priority Areas: K-4 (School Psychology), 5-8 (Math, School Psychology), 9-12 (Math, School Psychology)
Eligibility Criteria	Certified in content/grade area Fully Certified math teachers in grades 6-12 certified in secondary math. School Psychologist when needed. New hires
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention Compensation Amount: Signing bonus of \$3,000 and second year retention bonus of \$3,000
Reach	3
Estimated Cost	\$9,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	All teachers are eligible for a \$500 one time bonus paid in November (returning teachers) for an LOE score of 5.
Eligibility Criteria	Eligible Teachers: Tested teachers, Non-tested teachers, Portfolio teachers Eligibility Criteria: Level of Overall Effectiveness (LOE) Full time (all day, all year) teacher who receives an LOE of 5 for the previous year's evaluation and returns to work in Polk County.
Compensation Type and Size	\$500
Reach	40
Estimated Cost	\$20,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Paid when they receive their Masters, EDS and EDD/PHD.	
Other	
N/A	

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