

Polk County

2023-24 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 Qualified Secondary Math teachers for the middle and high schools Priority Areas: K-4 (School Psychology), 5-8 (Math, School Psychology), 9-12 (Math, School Psychology)
Eligibility Criteria	Certified in content/grade area Fully Qualified Secondary Math teachers for the middle and high schools Current teachers
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment Compensation Amount: \$3,000
Reach	4
Estimated Cost	\$12,000

Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Teachers who score a LOE of 5 and return (retention) will receive a bonus of \$500 on their November check (2023)
Eligibility Criteria	Eligible Teachers: Tested teachers Eligibility Criteria: Level of overall effectiveness (LOE) Teachers who score a LOE of 5 and return (retention) will receive a bonus of \$500 on their November check (2023)
Compensation Type and Size	Teachers who score a LOE of 5 and return (retention) will receive a bonus of \$500 on their November check (2023)
Reach	35
Estimated Cost	\$17,500

Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Paid upon completion of BA/BS, MS/MA, EDS, EDD/PHD by August or December	

Other