

## Polk County Schools

### 2020-21 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)	
<b>Description</b>	Secondary Math 6-12 and Chemistry <b>Priority Areas: K-4 (), 5-8 (Math), 9-12 (Math, Science)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Signing bonus is prorated if the teacher leaves early and the second year bonus is also prorated if the teacher leaves early. Current teachers and new hires are eligible.
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment/Retention <b>Compensation Amount:</b> \$3,000
<b>Reach</b>	1
<b>Estimated Cost</b>	\$3,000
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	\$500 bonus for each teacher who has a level 5 on the LOE score.
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers; Non-tested teachers; Portfolio teachers <b>Eligibility Criteria:</b> Level of overall effectiveness (LOE) Anyone who is eligible must be employed with the system in November following the year the scores are given to receive the bonus.
<b>Compensation Type and Size</b>	\$500
<b>Reach</b>	40
<b>Estimated Cost</b>	\$20,000
Alternative Salary Schedule	
<i>Is the district implementing an alternative salary schedule?</i> No	
Education*	
Steps are given for a Masters, Educational Specialist or Doctorate degree.	
Other	
Administrators are eligible for a \$500 bonus if the school is a TVAAS 5 overall.	

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