

POLK COUNTY--700					
2017-18 Differentiated Pay Plan					
Differentiated Element	Description	Eligibility Criteria	Compensation Type and Size	Reach	Estimated Cost
	Describe how the district will differentiate for this element.	What is the eligibility criteria for receiving the award (such as minimum attendance or evaluation score)?	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation?	How much does the district estimate it will pay out for this differentiated pay element?
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<p>Secondary Certified Math Teacher-Holds a teaching endorsement of Mathematics in secondary education and is willing to complete at a minimum a 2-year contract. Also will be eligible for bonus pay for LOE of five.</p> <p>Chemistry Certified Teacher-Holds a teaching endorsement of Chemistry in secondary education and is willing to complete a minimum a 2-year contract. Also will be eligible for bonus pay for LOE of five.</p>	<p>Certified in content/grade area</p> <p>Fully Qualified to meet the EOC subject requirements.</p>	<p>Bonus</p> <p>\$3,000</p>	2	\$6,000

	Speech Pathologist-Holds endorsement of Speech Pathology and is willing to complete a minimum a 2-year contract.				
<b>Performance</b>	Teachers who produce a Level of Effectiveness score of five will be paid a one-time bonus per year of \$500.	Tested teachers Non-tested teachers Portfolio teachers Level of Overall Effectiveness (LOE)	\$500	25	\$12,500
<b>Additional Instructional Roles or Responsibilities</b>					
<b>Education*</b>	Teachers are compensated when they complete any advanced degree beyond a BS or BA.				
<b>Other</b>					

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