

Marion County Schools

2021-22 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	Marion County Schools is having difficulty filling needed high school math positions. The last 2 years a position was left vacant due to no applicants or qualified candidates. This problem is becoming more severe due to lack of applicants and other districts and states offering incentives to high school math teachers. Marion County Schools will pay a \$10,000.00 yearly bonus to qualified high school math teachers. Priority Areas: 9-12 (Math)
Eligibility Criteria	Certified in content/grade area Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: 11 high school math positions X \$10,000.00
Reach	11
Estimated Cost	\$110,000
Instructional Roles or Responsibilities	
N/A	
Performance	
N/A	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Marion County Schools has a graduated scale for compensation of advanced degrees: BS, MA, MA+30, EDS, and Dr.	
Other	
Teachers that receive National Board Certification receive a one time payment of \$2,500.00 the year they are certified.	

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