

## Polk County 2022-23 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>	Fully Qualified Secondary Math teachers for the middle and high schools <b>Priority Areas: K-4 (School Psychology), 5-8 (Math, School Psychology), 9-12 (Math, School Psychology)</b>
<b>Eligibility Criteria</b>	Certified in content/grade area Fully Qualified Secondary Math teachers for the middle and high schools Current teachers
<b>Compensation Type and Size</b>	<b>Compensation Type:</b> Bonus <b>Bonus Type:</b> Signing/Recruitment <b>Compensation Amount:</b> \$3,000
<b>Reach</b>	4
<b>Estimated Cost</b>	\$12,000
Instructional Roles or Responsibilities	
N/A	
Performance	
<b>Description</b>	Teachers who score a LOE of 5 and return (retention) will receive a bonus of \$500 on their November check (2023)
<b>Eligibility Criteria</b>	<b>Eligible Teachers:</b> Tested teachers <b>Eligibility Criteria:</b> 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)
<b>Compensation Type and Size</b>	Teachers who score a LOE of 5 and return (retention) will receive a bonus of \$500 on their November check (2023)
<b>Reach</b>	35
<b>Estimated Cost</b>	\$17,500
Alternative Salary Schedule	
<b>Is the district implementing an alternative salary schedule?</b> No	
Education*	
Paid upon completion of BA/BS, MS/MA, EDS, EDD/PHD by August or December	
Other	