

Polk County Schools

2021-22 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	Middle school math teachers and high School fully certified, highly qualified math teachers and chemistry teachers will be eligible for a signing and retention bonus. Priority Areas: 5-8 (Math), 9-12 (Math,Chemistry)
Eligibility Criteria	Certified in content/grade area; Fully Certified, Highly Qualified Current teachers and new hires are eligible.
Compensation Type and Size	Compensation Type: Bonus Bonus Type: Signing/Recruitment; Retention Compensation Amount: \$3,000 for the sign on bonus; \$3,000 for the return of the second year.
Reach	4
Estimated Cost	\$12,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Description	Teachers who have an LOE score of 5 will receive a one time bonus of \$500 in November of the following school year if they return to the Polk County Schools system. Principals and supervisors are eligible for a one-time bonus of \$500 in November if their school/schools are rated a TVAAS Level 5 school and they return to the Polk County Schools System.
Eligibility Criteria	Eligible Teachers: Tested teachers; Non-tested teachers; Portfolio teachers; School administrators; Other instructional staff Eligibility Criteria: Level of overall effectiveness (LOE); School-level TVAAS; District-level TVAAS
Compensation Type and Size	\$500 per employee
Reach	45
Estimated Cost	\$65,000
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Educators are compensated once they receive their MA, MS, EdS, Ed.D, and Ph.D.	
Other	
N/A	

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