

**Putnam County School District  
Differentiated Pay Plan - Instructional Personnel  
2018 - 2019**

In accordance with **Florida Statute 1012.22**, the Putnam County School Board adopts the following supplements for differentiated pay for instructional personnel. The differentiated pay is based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

A committee of six individuals has been formed to develop a plan for implementation. The committee consists of three members from the Union and three members appointed by the Superintendent. The district agrees to budget \$60,000.00 additional dollars to represent additional differentiated pay needs. The committee shall meet annually to monitor the implementation and funding of the plan. This committee will determine the categories and specific teachers who are awarded additional monies. Categories will be 1) Additional Responsibilities; 2) School Demographics (Hard to Staff); 3) Level of Job Difficulty; 4) District or State Defined Critical Shortage Areas.

**Description of Differentiated Pay for Instructional Personnel – Putnam County School District**

<b>Differentiated Pay Elements</b>	<b>Description</b>	<b>Compensation Type and Size</b>	<b>Estimated Cost</b>	<b>Next Steps</b>
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>How do I apply?</i></p> <p><i>How will I know if I am awarded a bonus?</i></p>
<b>Additional Responsibilities</b>	<p>Supplemental pay may be provided to instructional personnel who have been assigned additional responsibilities, by the principal for the benefit of the students of the Putnam County School Board. The Differentiated Pay committee will review any and all letters / requests submitted to determine if additional compensation will be awarded.</p> <p>* In order for a person to be considered for this additional compensation, the employee must provide additional support / responsibilities that are above and beyond the scope of their current position. All submissions for consideration require a site supervisors' approval.</p>	<p>All compensation will be provided as a bonus for any qualifying personnel.</p> <p>A review committee consisting of three members from the Union and three members appointed by the Superintendent will meet yearly to determine if additional compensation will be provided in this area.</p> <p>The actual amount of compensation will be determined by the committee but will remain in compliance with the advertised salary schedule.</p>	<p>The committee will determine the categories and specific teachers who will be awarded additional monies under the Differentiated Pay plan. All monetary awards will be disbursed no later than June 30.</p> <p>The total amount allocated for Instructional Differentiated Pay is \$60,000.00.</p>	<p>If an Instructional employees has specific questions concerning eligibility for Differentiated pay, they should speak with their site supervisor.</p> <p>All monetary awards will be disbursed no later than June 30.</p>
<b>School Demographics (Hard-to-Staff)</b>	<p>The Staff Services Department will provide data to the review committee showing positions that have been difficult to fill over the past year. This data will be used to support the committee as they determine the overall Hard to Staff positions for the Putnam County School</p>	<p>All compensation will be provided as a bonus for any qualifying personnel.</p> <p>A review committee consisting of three members from the Union and three members appointed by the Superintendent will meet yearly to determine if additional compensation</p>	<p>The committee will determine the categories and specific teachers who will be awarded additional monies under the Differentiated Pay plan. All monetary awards will be disbursed no later than June 30.</p> <p>The total amount</p>	<p>The committee will determine the 'buckets' or groups of instructional personnel that will receive funds based on the needs of the district each year.</p> <p>All monetary awards will be</p>

	<p>District. In addition, Differentiated pay can be awarded to instructional personnel who relocate to schools which have been identified as “hard to staff” schools.</p> <p>The criteria required for this award will be determined by the Differentiated Pay Committee each year. All decisions will be based on current district needs.</p>	<p>will be provided in this area.</p> <p>The actual amount of compensation will be determined by the committee but will remain in compliance with the advertised salary schedule.</p>	<p>allocated for Instructional Differentiated Pay is \$60,000.00.</p>	<p>disbursed no later than June 30.</p>
<b>Level of Job Difficulty</b>	<p>Additional compensation for difficult duties or challenging instructional assignments not normally associated with their job description can be awarded instructional personnel. The Differentiated Pay committee will review district instructional assignments to determine if additional compensation will be awarded. Currently one area that will be reviewed deals with Exceptional Education teachers providing additional support outside of their normal workload.</p> <p>The criteria required for this award will be determined by the Differentiated Pay Committee each year. All decisions will be based on current district needs.</p>	<p>All compensation will be provided as a bonus for any qualifying personnel.</p> <p>A review committee consisting of three members from the Union and three members appointed by the Superintendent will meet yearly to determine if additional compensation will be provided in this area.</p> <p>The actual amount of compensation will be determined by the committee but will remain in compliance with the advertised salary schedule.</p>	<p>The committee will determine the categories and specific teachers who will be awarded additional monies under the Differentiated Pay plan. All monetary awards will be disbursed no later than June 30.</p> <p>The total amount allocated for Instructional Differentiated Pay is \$60,000.00.</p>	<p>The committee will determine the ‘buckets’ or groups of instructional personnel that will receive funds based on the needs of the district each year.</p> <p>All monetary awards will be disbursed no later than June 30.</p>
<b>District or State Defined Critical Shortage Areas</b>	<p>The Differentiated Pay Committee will review all District or State defined critical shortage areas and determine if any employees are eligible for additional compensation under Differentiated Pay.</p> <p>The criteria required for this award will be determined by the Differentiated Pay Committee each year. All decisions will be based on current district needs.</p>	<p>All compensation will be provided as a bonus for any qualifying personnel.</p> <p>A review committee consisting of three members from the Union and three members appointed by the Superintendent will meet yearly to determine if additional compensation will be provided in this area.</p> <p>The actual amount of compensation will be determined by the committee but will remain in compliance with the advertised salary schedule.</p>	<p>The committee will determine the categories and specific teachers who will be awarded additional monies under the Differentiated Pay plan. All monetary awards will be disbursed no later than June 30.</p> <p>The total amount allocated for Instructional Differentiated Pay is \$60,000.00.</p>	<p>The committee will determine the ‘buckets’ or groups of instructional personnel that will receive funds based on the needs of the district each year.</p> <p>All monetary awards will be disbursed no later than June 30.</p>