

## MEMORANDUM OF UNDERSTANDING

The Putnam Federation of Teachers/United and the District School Board of Putnam County agree to the following:

### Differentiated Pay Plan

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**2017-2020**

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.