

MARION COUNTY

2022-23 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	<p>Marion County Schools is having difficulty filling needed high school math positions. The last 2 of 3 years a position was left vacant due to no applicants or qualified candidates. Filling high school math positions is becoming more dire due to the lack of properly endorsed applicants and other districts and states offering incentives to high school math teachers. Marion County Schools will pay a \$10,000 annual bonus to qualified high school math teachers.</p> <p>Priority Areas: 9-12 (Math)</p>
Eligibility Criteria	<p>Certified in content/grade area</p> <p>The eligibility criteria for hard-to-staff positions requires the individual to be qualified to teach high school math courses.</p> <p>Current teachers</p> <p>New hires</p>
Compensation Type and Size	<p>Compensation Type: Bonus Bonus Type: Signing/Recruitment Retention</p> <p>Compensation Amount: 9-12 high school math positions (14) X \$10,000</p>
Reach	14
Estimated Cost	\$140,000
Instructional Roles or Responsibilities	
N/A	
Performance	
Alternative Salary Schedule	
Is the district implementing an alternative salary schedule? No	
Education*	
Marion County Schools have a graduated pay scale for compensation of advanced degrees: BS, MA/MS, MA/MS+30, EDS, and Doctorate.	
Other	
Teachers receiving National Board Certification receive a one-time payment of \$2500.00 the year they are certified.	