



Polk County Schools Board of Education Brief

Polk County Schools 2022-2023 Teacher Supplement Proposal

The Board is aware of work in recent years to arrive at a sustainable approach to funding and paying local teacher supplements. A “supplement” committee was formed in 2019 and made several recommendations for addressing these issues. The addition of state allocations designated for use as local supplements and the end of ESSER funding has provided an impetus for revisiting this discussion. Administration’s goal is to adhere to the Board’s pre-pandemic plan and move to a more predictable model while ensuring teachers still receive a local supplement.

I will discuss the following points during this item discussion:

- Ongoing budget cuts, general cost increases, teacher pay raises, and associated employer costs for supplements made our “percentage” approach to supplements unpredictable and unsustainable
- Administration previously proposed and implemented a “freeze” and reduction of the local supplement model in the 2019-2020 year
- An increase in funding through ESSER during the pandemic allowed the District to continue its previous level and teachers received the “usual” supplement with additional bonuses
- Difficulty in recruitment and retention of staff indicate a need for some type of local supplement for licensed personnel, even those in the early stages of their career
- While state money has been provided last year and this year to help smaller Districts address local county supplement disparity, the District no longer has available ESSER funds to “backfill” and still needs to arrive at a sustainable model
- Administration will be proposing a “tiered” model based on years of educator experience and a “fixed” amount at each tier for ongoing funding
- No matter their credentials or experience level, all teachers should receive an increase in their total supplement amount under the proposal this year
- This model will need to be revisited each year

Given we have only just received the allotment notification and amounts, we will need time to arrive at exact numbers and will bring the specific amounts and proposal to the meeting for approval on Monday, September 12.

Respectfully,

Aaron Greene, Superintendent



Polk County Schools Teacher Supplement Proposal
September 12, 2022

Teacher Supplement Proposal 2022-2023 School Year

Experience Tier	Fall (Nov)	Spring (June)	Total
0-4 yrs	\$2,000	\$700	\$2,700
5-9 yrs	\$2,100	\$900	\$3,000
10-14 yrs	\$2,200	\$1,100	\$3,300
15-19 yrs	\$2,300	\$1,300	\$3,600
20-24 yrs	\$2,400	\$1,500	\$3,900
25+ yrs	\$2,500	\$1,700	\$4,200

Note: Model is dependent on additional state funding approved and allocated annually, and is subject to change in subsequent years