



Polk County Schools Board of Education Brief

Polk County Schools 2023-2024 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 has provided an impetus for revisiting this discussion each year. Administration’s goal is still to 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 have made our current approach of a “percentage” allotment unpredictable and unsustainable
- Administration previously proposed a “freeze” and reduction of the local supplement model
- An increase in funding during the pandemic allowed the District to continue its previous approach 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 over the past few years to help smaller Districts address local county supplement disparity, the District 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
- No matter their credentials or experience level, all teachers should receive an increase in their total supplement amount under this year’s proposal
- It should be emphasized this model will need to be revisited each year

Given we only received the state budget information last month, we needed time to arrive at exact numbers and will bring the specific amounts and proposal to the meeting for approval on Monday, November 13.

Respectfully,

Aaron Greene
Superintendent



Polk County Schools Teacher Supplement Proposal
November 13, 2023

Teacher Supplement Proposal 2023-2024 School Year

Experience Tier	Fall (Nov)	Spring (June)	Total
0-4 yrs	\$2,500	\$700	\$3,200
5-9 yrs	\$2,950	\$900	\$3,850
10-14 yrs	\$3,400	\$1,100	\$4,500
15-19 yrs	\$3,850	\$1,300	\$5,150
20-24 yrs	\$4,300	\$1,500	\$5,800
25+ yrs	\$4,750	\$1,700	\$6,450

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