

CHAPTER 6.00 – HUMAN RESOURCES

Florida Best and Brightest Teacher Scholarship Program

6.09

- I. This policy shall only be in force as long as the State of Florida has the Florida Best and Brightest Teacher Scholarship Program in effect and supported by current law(s) in the Florida Statutes.
- II. This policy shall only be in force as long as the State of Florida funds the Florida Best and Brightest Teacher Scholarship Program and supported by current law(s) in the Florida Statutes.

III. **Recruitment Award** (1012.731(3)(a), F.S)

The Recruitment Award will be available to newly hired K-12 classroom teachers who are content experts hired to teach math, science, computer science, reading or civics. This is for *new to Lafayette County School District* teachers, not existing employees. In the event a teacher has worked in the district previously, they could be considered newly hired if they are returning to the district after 3 or more years of separation. A content expert is defined as: a Master's degree in subject or Bachelor's degree in subject plus 5 years of content related experience. Those employees will be notified directly of their award, which will be paid out with an initial \$1000 at the time of hiring, and then an additional \$1000 at the end of each year 1, 2, and 3 as long as the teacher's evaluation is Highly Effective or Effective, for a total of \$4000 (less taxes).

IV. **Retention Award** (1012.731(3)(b), F.S)

The Retention Award will be given to all K-12 *classroom teachers* (1012.01(2)(a), F.S.) that have been rated as Highly Effective or Effective in the previous school year and have taught in the qualifying school for 2 consecutive years, including the current year. A school qualifies if the school has improved an average of 3 percentage points or more in the percentage of total possible points achieved for determining school grades over the prior 3 years. This will be a one-time bonus of \$2,500 (less taxes) for Highly Effective and \$1000 (less taxes) for Effective.

V. **Recognition Award** (1012.731(3)(c), F.S)

First, Recognition Awards will be given to all K-12 *instructional personnel* (1012.01(2)(d), F.S.) that did not qualify for the Retention Award. To be eligible

instructional personnel must have been rated as Highly Effective or Effective in the previous school year and have worked in the school for 2 consecutive years, including the current year. The amount for this award will be based on the remaining funds after all of the other awards (Recruitment, Retention and Principal) are paid out. The remaining funds will be distributed to all qualifying employees with the configuration of employees with a Highly Effective evaluation receiving a higher award amount than employees with an Effective evaluation. The amounts of these awards will be determined each year based on the amount of funds available and the number of qualified employees. These amounts could be equivalent to the Retention Award amounts, if funds allow, but should not exceed those award amounts.

VI. An additional bonus will be given to classroom teachers that qualified for the Retention Award, if funds allow. This bonus amount will be determined by the amount of funds remaining and the number of qualifying classroom teachers.

VII. **Principal Award** (1012.732(3), F.S)

Principal Awards will be given to all principals (10112.01(3)(c)1., F.S.) that have served at a qualifying school for at least 4 consecutive school years, including the current year. A school qualifies if the school has improved an average of 3 percentage points or more in the percentage of total possible points achieved for determining school grades over the prior 3 years. This is a one-time bonus of \$5000 (less taxes).

STATUTORY AUTHORITY:

1001.41, 1001.42, F.S.

LAW(S) IMPLEMENTED:

120.54, 1001.43, 1011.03, F.S.

HISTORY:

ADOPTED: _____
REVISION DATE(S): _____
FORMERLY: