

The Florida Best and Brightest Teacher Program is created to provide recruitment and retention awards to classroom teachers, as defined in s. 1012.01(2)(a), and recognition awards to instructional personnel, as defined in s. 1012.01(2), to be funded as provided in s. 1011.62(18). The amount for the award is set annually by the Legislature. However, the award may be prorated by a district if there are insufficient funds to pay eligible teachers. Employees may be eligible for awards in more than one category in a single award year, provided he or she meets all the eligibility criteria for each award individually. Prekindergarten teachers are not eligible for a bonus under the Best and Brightest program.

I. Recruitment Award

To be eligible for a one-time recruitment award, a newly hired classroom teacher must be a “content expert,” based on criteria established by the Florida Department of Education, in mathematics, science, computer science, reading or civics according to the Florida State Board of Education Rule 6AER19-01 and other guidance.

- A. The classroom teacher must be newly hired to the district between July 1, 2019 and August 31, 2019.
- B. Teachers previously employed in an instructional capacity in any Calhoun County School District school or department prior to July 1, 2019 shall not be eligible for this award.
- C. The one-time recruitment award for the 2019-2020 school year will be \$4000.
- D. The award is a gross award amount. All applicable employer and employee withholdings shall be deducted from the gross award amount prior to payment to an eligible instructional classroom teacher.

II. Retention Award

To be eligible for a retention award as specified in the General Appropriations Act, a classroom teacher must have been rated as highly effective or effective the preceding year pursuant to s. 1012.34, and teach in a school for 2 consecutive school years, including the current year, which 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 as determined by the Florida Department of Education.

- A. Classroom teachers as defined s. 1012.01(2)(a), are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.
- B. The classroom teacher would be responsible for the professional activity of instructing students in at least one (1) course during the school year. Professional activities would include planning for and delivering instruction to class daily during the established class period and assigning the students in the class grades.
- C. The retention award for the 2019-2020 school year for schools meeting criteria provided in s. 1012.731(3)(b) is \$2,500 and \$1,000 for classroom teachers rated highly effective and effective, respectively, on their 2018-2019 school year evaluation.
- D. The award is a gross award amount. All applicable employer and employee withholdings shall be deducted from the gross award amount prior to payment to an eligible instructional classroom teacher.

III. Recognition Award

To be eligible for a recognition award, instructional personnel must be rated as highly effective or effective and be selected by his or her school principal, based on performance criteria and policies adopted by the district school board or charter school governing board. Recognition awards must be provided from funds remaining under the allocation provided in s. 1011.62(18) after the payment of all teacher recruitment and retention awards and principal awards authorized under this section and the General Appropriations Act.

- A. Funds available after the payment of the Recruitment Award, Teacher Retention Award and Principal Retention Award will be used to pay teachers a Recognition Award.
- B. Teachers new to the District who have a verified 2018-2019 school year evaluation of highly effective and effective will also be eligible for the award.
- C. The recognition award for the 2019-2020 school year will be \$1,480, as negotiated through collective bargaining, for all teachers with an evaluation of highly effective or effective on their 2018-2019 school year evaluation.

- D. To receive this award, eligible teachers must be employed by the District at the time of the adoption of this School Board Policy.
- E. The award is a gross award amount. All applicable employer and employee withholdings shall be deducted from the gross award amount prior to payment to an eligible instructional classroom teacher.

STATUTORY AUTHORITY: 1001.41, 1001.42, F.S.

LAW(S) IMPLEMENTED: 1012.01, 1012.34, 1012.731, 1011.62 F.S.

STATE BOARD RULE 6AER19-01

HISTORY

ADOPTED: 12/12/2019
REVISION DATE(S): _____
FORMERLY: NEW