



# Pasco County Schools

Providing a world-class education for all students

**Kurt S. Browning, Superintendent of Schools**

## 2019-2020 Florida Best and Brightest Teacher and Principal Program

Tuesday, November 5, 2019





# What Has Changed

- Individual Teacher SAT/ACT scores are no longer a factor in determining eligibility for an award/bonus. School performance over a three-year period has replaced this criteria.
- Teachers are now eligible for three possible awards/bonuses based on recruitment, retention, and/or recognition.
- Funding, as well as the decision making around some of the eligibility and payment criteria have been shifted from the Florida Department of Education to local school districts.



# What Is The Same

- Non-Classroom Teachers are still excluded from two of the three award/bonus programs.
- Teachers providing instruction exclusively to Pre-K or post-secondary programs are still ineligible for participation in any of the award/bonus programs.
- Payments to teachers are in the form of a bonus, and are not part of a teachers salary for the purpose of retirement calculations.
- Award/bonus amounts are largely driven by language in the 2019/2020 state's General Appropriations Act.



# Teacher Recruitment Award

## Eligibility Criteria

- “Newly Hired Teacher” as defined by the District.
- “Classroom Teacher” as defined by Florida Law.
- “Content Expert in Math, Science, Computer Science, Reading, or Civics” as defined by Florida Law and State Board Rule.
- Remain actively employed as a classroom teacher position through the payment date of the award or the last day of the current school year, whichever occurs first.
- Complete any required District application and/or submit any requested supporting documentation needed to determine eligibility.

## Award Amount

- For 2019/2020 – Up to \$4000 per teacher.
- Award amounts are gross amounts prior to required employer and employee withholdings.



# Teacher Recruitment Award

## Special Notes

- “Newly Hired Teacher” is not defined in law, and the Florida Department of Education has declined to offer specific guidance on this term. Pasco has defined this as initial employment in the District as an instructional staff member. You can only receive the award once in your lifetime, and your employment must have started on or after July 1, 2019.
- A teacher does not have to be teaching in one of the state identified content expert areas to be eligible for this award/bonus, he/she simply has to meet the articulated content expert criteria.
- The gross award amount of \$4000 can only be pro-rated down if there are insufficient funds to pay all the recruitment and retention award amounts at the level provided in the state’s General Appropriations Act.



# Teacher Retention Award

## Eligibility Criteria

- “Classroom Teacher” as defined by Florida Law.
- Summative Evaluation of “Effective” or “Highly Effective” the preceding school year.
- Teaching at a “Qualifying School” identified by the Florida Department of Education.
- Teaching/Taught at the same “Qualifying School” during the current and preceding school years. This is measured by being actively employed as a classroom teacher during three of the four major FTE survey windows over the two-year eligibility period.
- Be actively employed as a classroom teacher through the payment date of the award or last day of the current school year, whichever occurs first.
- Complete any required District application and/or submit any requested supporting documentation needed to determine eligibility.

## Award Amounts

- For 2019-2020 – Effective Teacher Award is \$1000.
- For 2019-2020 – Highly Effective Teacher Award is \$2500.
- Award amounts are gross amounts prior to required employer and employee withholdings.



# Teacher Retention Award

## Special Notes

- The “Qualifying School” criteria was articulated in law and calculated by the Florida Department of Education. Pasco has a total of 57 schools on list of qualifying schools for the 2019-2020 award year.
- The Retention awards/bonuses are the highest priority in terms of payment, and must be paid at the full amount identified in the state’s General Appropriations Act prior to the payment of either the recruitment or recognition awards.



# Principal Retention Award

## Eligibility Criteria

- “Principal” as defined by Florida Law.
- Serving at a “Qualifying School” identified by the Florida Department of Education.
- Serving/Served as the Principal at the same “Qualifying School” during the current and three preceding school years. This is measured by being actively employed as the Principal during seven of the eight major FTE survey windows over the four-year eligibility period.
- Be actively employed as a Principal through the payment date of the award or last day of the current school year, whichever occurs first.
- Complete any required District application and/or submit any requested supporting documentation needed to determine eligibility.

## Award Amount

- For 2019/2020 - \$5000 per Principal
- Award amounts are gross amounts prior to required employer and employee withholdings.





# Principal Retention Award

## Special Notes

- The “Qualifying School” criteria was articulated in law and calculated by the Florida Department of Education. The same list used for teachers is used for principals.
- Along with the Teacher Retention Awards, these awards/bonuses are the highest priority in terms of payment, and must be paid at the full amount identified in the state’s General Appropriations Act prior to the payment of either the teacher recruitment or recognition awards.



# Teacher Recognition Award

## Eligibility Criteria

- “Instructional Personnel” as defined by Florida Law, not including paraprofessionals/instructional assistants.
- Summative Evaluation of “Effective” or “Highly Effective” the preceding school year.
- Selected to receive the award by his/her school principal based on performance criteria and policies adopted by the Board.
- Be actively employed in an instructional position through the payment date of the award or last day of the current school year, whichever occurs first.
- Complete any required District application and/or submit any requested supporting documentation needed to determine eligibility.

## Award Amount

- For 2019/2020 – To be determined based on the amount of funds remaining after the payment of all retention and recruitment awards/bonuses. Amount of remaining funds will be evenly split among eligible instructional staff members.
- Award amounts are gross amounts prior to required employer and employee withholdings.



# Teacher Recognition Award

## Special Notes

- To assist in the easy administration of this award, instructional staff members shall be determined to have been selected by their principals and eligible for an award if they meet the summative evaluation criteria.
- These awards/bonuses are the last to be paid, and can only be provided if all of the other awards/bonuses have been paid to the full amount articulated in the state General Appropriations Act.



# Other Notes

- **Charter School Funding** – Charter schools will be provided with their proportional share of funds based on the formula used by the Florida Department of Education to allocate funds to the District.
- **Eligibility Decisions** – Final eligibility decisions will be made by the Department of Human Resources and Educator Quality. An employee who fails to provide the supporting documentation needed to determine eligibility shall be considered to have waived receipt of an award/bonus.
- **Multiple Awards** – An employee may be eligible for more than one award/bonus, as long as he/she meets all of the eligibility criteria for each award/bonus individually.
- **Duration** – If the Florida Best and Brightest Programs, their funding, or this rule are substantially altered by law, changes in appropriation, or by a court of competent jurisdiction; both this rule and the payment of any awards shall be suspended automatically until a successor rule can be adopted.



# Questions?