

CHAPTER 6.00 – HUMAN RESOURCES

FLORIDA BEST AND BRIGHTEST TEACHER PROGRAM

6.09

- I. The Florida Best and Brightest Teacher and Principal Allocation is created to provide recruitment, retention and recognition awards to classroom teachers, instructional personnel, and principals based on criteria as defined in s. 1012.01(2), and is to be funded as provided in s. 1011.62(18).

Definitions

For the purpose of this policy, the following definitions shall apply:

- A. Classroom Teacher – defined in Florida Statute 1012.01(2)(a) to include K-12 teachers that are assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education and adult education. By law it does not include teachers exclusively serving students in Pre-K or post-secondary programs. Teachers will be determined to be “classroom teachers” if they are assigned K-12 students in one or more courses for at least one period during each student day and also provide regular instruction to those assigned students.

B. Content Expert –

1. For the areas of mathematics, science, or computer science: Defined in State Board of Education Rule 6AER19-01 as a classroom teacher who has either:

- i. Earned at least a master’s degree in mathematics, science, or computer science from an institution accredited by the United States Department of education; or
- ii. Earned at least a bachelor’s degree in the areas of mathematics, science or computer science from an institution accredited by the United States Department of Education and who has at least five (5) years’ teaching experience in the associated subject area or at least five (5) years’ work experience in the associated subject area; or
- iii. Holds a valid Florida educator’s certificate in a subject area to be considered in-field for the areas of mathematics, science or computer science.

2. For the area of civics, a classroom teacher who has either:

- i. Earned at least a master’s degree in political science, American history, social studies, or social science from an institution accredited by the United States Department of Education; or
- ii. Earned at least a bachelor’s degree in political science, American history, social studies, or social science from an institution accredited by the United States Department of

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- Education and who has at least five (5) years' teaching experience in the associated subject area at or at least five (5) years' work experience in the associated subject area; or
- iii. Holds a valid Florida educator's certificate in a subject area to be considered in-field for the area of civics.
3. For the area of reading, a classroom teacher who has either:
- i. Earned at least a master's degree in English, English literature, reading, or literacy instruction from an institution accredited by the United States Department of Education; or
 - ii. Earned at least a bachelor's degree in English, English literature, reading, or literacy instruction from an institution accredited by the United States Department of Education and who has at least five (5) years' teaching experience in English language arts or reading; or
 - iii. Holds a valid Florida educator's certificate in a subject area to be considered in-field for the area of reading.
- C. Instructional Personnel – Defined in Florida Statute 1012.01(2)(a) – (d) as any K-12 staff member whose function includes the provision of direct instructional services to students or whose functions provide direct support in the learning process of students.
- D. Newly Hired – Initial employment in Walton County as an instructional staff member between the dates of July 1, 2019 and January 3, 2020. A teacher shall only be eligible for one recruitment award with the Walton County School District.
- E. Performance Criteria and Policies Adopted by the Board – For the purpose of this award, this provision shall be defined as instructional personnel who received an overall summative evaluation rating of “Highly Effective” or “Effective” from a Florida school district for the school year immediately preceding the award year.
- F. Principal – Defined in Florida Statute 1012.01(3)(c) as K-12 staff members performing the assigned activities as the administrative head of a school and to whom have been delegated responsibility for the coordination and administrative direction of the instructional and non-instructional activities of the school. This does not include principals exclusively serving Pre-K or post-secondary programs.
- G. Qualifying School – A school that has improved an average of 3 percentage points or more in the percentage of total possible points achieved for determining school grades over the past 3 years. Annually, a list of eligible schools will be identified by the Florida Department of Education and

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provided to the District. Schools that receive an improvement rating instead of a school grade have been determined to be ineligible by the Florida Department of Education Rule.

- H. Recognition Award – Must be rated highly effective or effective from a Florida school district the preceding year and selected by their principal.
- I. Two Consecutive School Years – The current school year in which the awards are to be paid, and the school year immediately preceding the award year.

II. Award Categories

The following teacher and principal awards are to be provided by the District or applicable charter school governing board utilizing the annual appropriation identified by the State:

- A. Recruitment Award: A one-time award for Section 1012.731(3)(a) provides for a newly hired classroom teacher determined to be a content expert based on criteria established under the Florida State Board of Education Rule 6AER19-01 in the areas of math, science, computer science, reading or civics.
 - 1. Began working for the District between the dates of July 1, 2019 and January 3, 2020 for the 2019-2020 school year; and
 - 2. Was employed continuously in a full-time classroom teacher position through the end of the 2019-2020 school year; and
 - 3. Completed any District required application for the award and provided any supporting documentation requested by the District to verify eligibility for the award by the designated submission deadline.
- B. Retention Award (Classroom Teacher): Available to a classroom teacher who:
 - 1. Received a summative evaluation rating of “Highly Effective” or “Effective” pursuant to Florida Statute 1012.34 the preceding school year; and
 - 2. Was employed as a full-time classroom teacher at the same qualifying school for the two consecutive years eligibility period; and
 - 3. Remains employed as a full-time classroom teacher at the same qualifying school through the end of the 2019-20 school year.
- C. Principal Award (Retention Award for School Principals) – Principal shall be eligible for an annual principal retention award provided he/she:

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1. Was employed as the school principal at the same qualifying school for four (4) consecutive school years, including the current school year; and
2. Remains employed as the school principal at the same qualifying school through the end of the 2019-2020 school year.

D. Recognition Award: Available to instructional personnel who:

1. Were employed in an eligible instructional position through the end of the 2019-2020 school year; and
2. Received a summative evaluation rating of “Highly Effective” or “Effective” from a Florida school district the preceding year; and
3. Selected by his/her school principal to receive the award, based on performance criteria and policies adopted by the District or charter school governing board; and
4. For Newly Hired Instructional Personnel: Completed any District required application for the award, and provided any supporting documentation identified by the District to verify eligibility for an award by the designated submission deadline.

III. Employees that meet all of the eligibility criteria for more than one award in a single award year will receive the award with the highest monetary value.

A. Eligibility Decisions

As stated above, the District may require an application and/or supporting documentation to be provided by an employee seeking payment of one or more of the awards associated with the Florida Best and Brightest teacher and Principal Allocation. Failure of an employee to provide timely or sufficient applications or supporting documentation, when requested, shall be considered a waiver of eligibility and the employee will not be entitled to an award. The sufficiency of an application and/or supporting documentation for any of the awards associated with the Florida Best and Brightest Teacher and Principal Allocation shall be determined by the Office for Human Resources, such decisions will be considered final.

B. Funding

The Florida Legislature annually establishes the total funding allocation for each school district. The District’s allocation is based on its proportional share of statewide FEFP base funding using weighted FTE. Each approved charter school operating within the District shall be provided its proportional share of the District’s allocation using the same FEFP base funding and weighted FTE formula employed by the state to determine the District’s allocation.

C. Award Amounts

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The maximum amount of each award is established by the Florida Legislature through the annual General Appropriations Act. The District and charter school governing boards must pay the full award amounts specified in law for categories A, B and C prior to paying any category D awards. The amount of individual category D awards shall be determined by dividing the number of eligible instructional personnel by the total amount of funding remaining after all category A, B and C awards have been paid in full. Should the District's or individual charter school governing board's specific appropriation of funds be insufficient to pay the full award amounts specified in law for categories A, B, and C; each award amount shall be pro-rated to match the District's or charter school governing board's specific appropriation and no category D awards will be paid.

The award amounts identified in law, or, in the case of category D awards, by policy are considered to be gross award amounts. All applicable employer and employee withholdings shall be deducted from these gross award amounts prior to payment of any award to an eligible instructional staff member or principal. Final eligibility for all award amounts shall be determined at the end of the 2019-2020 school year, and awards shall be paid prior to the end of the fiscal year.

- D. Duration
This policy sunsets and becomes null and void at the end 2019-2020 school year.

STATUTORY AUTHORITY: 1012.01, 1012.34, 1011.62, F.S.

LAWS IMPLEMENTED: 1012.731, F.S.

HISTORY: ADOPTED:
REVISION DATE(S):
FORMERLY: NEW