

2013-2014

Focus and Priority Schools (FAPS)

Bonus Requirements

Purpose

The purpose of the *FAPS Bonus* is to assist the District in meeting its Strategic Plan Goals by aligning Human Capital Management programs, policies, practices and resources to support achievement.

Eligibility Guidelines and Requirements

To be eligible for Polk County Schools *FAPS Bonus* (up to \$3000) all qualifying new teachers must meet all of the requirements outlined below and be assigned a “Start Date” on or before **October 7, 2013**.

1. Complete <u>one full year</u> of successful instructional service in a <i>FAP</i> or <i>Turn Around</i> school <i>and</i> be reappointed for the following school year. (See <i>Eligible FAPS</i> and <i>Turn Around</i> sites on back.)
2. Never been employed as a teacher with the Polk County School District. (The teacher must be a <u>first time instructional employee</u> to Polk County Schools for the <i>2013-2014</i> school year.)
3. Sign a <i>Conditional Offer of Employment</i> (COE) in order to fill a core academic vacancy in a <i>FAP</i> or <i>Turn Around</i> school. (See <i>Targeted Schools</i> and <i>Core Academic Subjects</i> on back.)
4. Read, sign, and submit a <i>FAPS Agreement Form</i> .
5. Meet the conditions of employment described on the <i>Conditional Offer of Employment</i> (COE) pertaining to <i>Certified</i> (C), <i>Qualified</i> (Q), and <i>Highly Qualified</i> (HQ), and meet the eligibility requirements for hire in Polk County as described in Board Policy 3.001.
6. Must meet <u>all</u> requirements necessary to hold a <i>Florida Educator Professional Certificate</i> in the assigned subject area <u>at the time of the request</u> , including application and fee for the Professional Certificate.
7. Must serve as the teacher of record and provide direct instruction to students daily (i.e., assigned courses in <i>Genesis</i> and assign grades to students).
8. Be recommended and accept a teaching assignment in a <i>FAP</i> or “ <i>Turn Around</i> ” school for the <i>2014-2015</i> school year.
9. Complete the <i>2013-2014 Bonus & Incentive Program Communication Survey</i> .

The School Board of Polk County, Florida prohibits any and all forms discrimination and harassment based on race, color, sex, religion, national origin, marital status, age, homelessness, or disability or other basis prohibited by law in any of its programs, activities, or employment. If you require any type of accommodation to complete the employment process due to a disability, please call the Human Resource Services Division at (863)-534-0781. If you are deaf or hard of hearing, please contact the Polk County School District by calling Florida Relay Service at 1-800-955-877.

IMPORTANT -PLEASE READ

The original *Start Date* deadline was changed from *September 2, 2013* to *October 7, 2013*.
New teachers hired and eligible for bonus consideration **after** *September 2, 2013*,
should refer to the *Prorated Bonus Chart* for bonus amounts details.

- This is not a guaranteed bonus.
- The bonus paperwork will not be processed until there is record that the new teacher has completed the *2013-2014 Bonus & Incentive Program Communication Survey*.
- Requirements must be met at the time of the request. Once a request is submitted, it will be processed based on the current status of the teacher.
- The new teacher (**not** the hiring administrator/ location) is responsible for submitting all requested/required supporting documentation for bonus consideration.
- The duration of this incentive program is contingent upon the availability of sufficient grant funds.
- No bonuses will be processed after the fiscal year during which the employee starts to work.
- Bonuses will be paid upon successful completion of one full year of satisfactory instructional service, AND recommendation for reappointment for the following school-year.
- New teacher's failure to successfully complete his/her probationary period or who is terminated for cause would result in bonus forfeiture.
- PCSB reserves the right to withhold a bonus as a result of a transfer from a *targeted* school into a non-targeted school (prior to the end of the school-year).

New teachers who accept a teaching position with one of the following schools,
may be eligible for a *2013-2014 FAPS Bonus*.

Eligible <u>FOCUS</u> Schools (D and "Turn Around/TA" schools) up to \$1500 Bonus		
Alturas Elementary (TA)	Frostproof Middle/Senior	Lewis Ann Woodbury Elementary
Auburndale Central Elementary (TA)	Gibbons Street Elementary	Loughman Oaks Elementary
Auburndale Senior	Haines City Senior	Palmetto Elementary
Boswell Elementary	Inwood Elementary (TA)	Polk City Elementary
Carlton Palmore Elementary	James Stephens Elementary	R. Bruce B. Wagner Elementary
Combee Elementary	Jere Stambaugh Elementary (TA)	Shelley S. Boone Middle (TA)
Crystal Lake Elementary (TA)	Jesse Keen Elementary	Sleepy Hill Middle (TA)
Crystal Lake Middle (TA)	Kathleen Middle (TA)	Tenoroc Senior
Denison Middle (TA)	Kathleen Senior	Wahnetta Elementary
Dundee Ridge Middle	Kingsford Elementary (TA)	Westwood Elementary (TA)
Eagle Lake Elementary	Lake Gibson Middle (TA)	Winston Elementary (TA)
Fort Meade Midd/Senior	Lake Marion Creek Elementary	
* Any additional PCSB with a grade of D for the 2012-2013 school year. (Grades anticipated to be released Dec 2013)		

Eligible <u>PRIORITY</u> Schools (F schools) up to \$3000 Bonus	
Bartow Middle	Dundee Elementary
Garner Elementary	Lake Alfred Addair Middle
Griffin Elementary	McLaughlin Middle
* <u>Any PCSB high school with a grade of F for the 2012-2013 school year;</u> (Grades anticipated to be released Dec 2013)	

Core Academic Subjects: *Math, Reading, English, Language Arts, Science, History, Civics, Government, Economics, Geography, Music, Visual Arts, Drama, World/Foreign Languages, Elementary K-6, ESE*