



Hardee County School Board Agenda Analysis

Author:



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Date:

December 13, 2019

Subject:

Best and Brightest Program 2019-20

Background Information:

The State modified the Best and Brightest program for 2019-20, creating four sections: principal, recruitment, retention and recognition. The first three sections of principal, recruitment and retention are very specific and not subject to negotiations. The final section of recognition is available to instructional staff including paraprofessionals and personal assistants and is subject to negotiations.

On November 12 and December 2, 2019, District and union representatives negotiated how the Best and Brightest recognition funds would be used. On December 16, 2019, union representatives will vote to ratify the Memorandum of Understanding related to the Best and Brightest program.

District staff prepared the Memorandum of Understanding with HEA/U - Best and Brightest Program 2019-2020 (3 pages) and union staff approved. Union staff prepared the Ratification Meeting notice (2 pages) and District staff approved. We believe the both documents properly summarize the Best and Brightest Program. We hope to pay all Best and Brightest bonuses on December 20, 2019.

Administrative Consideration:

- Section 1012.731, Florida Statutes- The Florida Best and Brightest Teacher Program
- Section 1012.732, Florida Statutes- The Florida Best and Brightest Principal Program
- Section 1012.01, Florida Statutes- Definitions (2) Instructional Personnel
- SBE Rule 6A-1.0504- Best and Brightest Award Subject Area Content Expert

Fiscal Impact:



\$550,072 in State funds to be spent on principal, recruitment, retention and recognition bonuses and benefits. Approximately 386 employees are eligible for the bonuses.

Proposed Recommendation to School Board:

If the union vote is favorable- Recommend approval of the Memorandum of Understanding with HEA/U- Best and Brightest Program 2019-2020. Recommend approval of paying principal, recruitment, retention and recognition bonuses to eligible employees.

If the union vote is not favorable- Recommend approval of paying principal, recruitment and retention bonuses to eligible employees as these sections do not require negotiation. Recommend not paying recognition bonuses until after additional negotiations are settled.

Action Required:

Action Agenda

BOARD ACTION

12/16/19

Approved

Hardee County School Board

MEMORANDUM OF UNDERSTANDING WITH HEA/U

Best and Brightest Program 2019-2020

The Board recognizes that education staff play a critical role within schools in preparing students to achieve a high level of academic performance. Therefore, it is the intent of the Board to recruit, retain, and recognize those who have achieved success in the classroom through the creation of the Hardee County Best and Brightest Teacher and Principal Program consistent with s. 1012.731 F.S., s. 1012.732 F.S. and s. 1011.62(18) F.S.

Principal

A school principal is eligible to receive an award, if he or she has served as school principal at his or her school for at least 4 consecutive school years, including the current school year, and 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. The principal bonus amount is \$5,000 gross pay.

Recruitment

To be eligible for a one-time recruitment award, a newly hired classroom teacher must be a content expert as defined in State Board Rule 6A-1.0504 in mathematics, science, computer science, reading, or civics. The recruitment bonus amount is \$3,000 gross pay.

Retention

To be eligible for a retention award, a classroom teacher must have been rated as highly effective or effective in 2018-19 and teach in the same 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. The retention bonus for classroom teachers evaluated as highly effective in 2018-19 is

\$2,500 gross pay. The retention bonus for classroom teachers evaluated as effective in 2018-19 is \$1,000 gross pay.

Hardee County Schools which 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 and qualified for retention awards as determined by the Florida Department of Education are **Hardee Senior High School, Hardee Junior High School, Zolfo Springs Elementary School, and North Wauchula Elementary School.**

Recognition

To be eligible for a recognition award, K-12 instructional personnel must be rated as highly effective or effective based on criteria adopted by the Hardee County School Board. **K-12 instructional personnel eligible for the recognition award include the following:**

- Classroom Teachers
- Classroom Job Share Teachers
- Classroom Teachers who were paraprofessionals in 2018-19
- Child Find Specialist
- Data Coach and other Academic Coaches
- Deans
- Guidance Counselors
- Literacy Coaches
- Media Specialists
- Mental Health Counselor
- Migrant Liaison
- Outdoor Classroom Teacher
- Paraprofessionals
- Personal Assistants
- Psychologists
- Resource Teachers

- Social Workers
- Speech Therapists
- Staffing Specialists
- Testing Coordinators
- Vision Teacher

Recognition awards including bonuses and benefits 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. All recognition bonuses will be an equal amount.

The following instructional positions are not eligible for a recognition award:

- Adult Education Teachers
- Classroom Teachers without a certificate who are paid as a long-term substitute \$16/ hour
- Classroom Teachers without a certificate who are paid as a substitute at \$10/ hour
- Classroom Teachers on leave of absence for more than 50% of 2018-19 or 2019-20
- Classroom Teachers who were not evaluated in 2018-19
- Classroom Teachers who were evaluated as developing or needs improvement in 2018-19
- Classroom Teachers hired in 2019-20
- Paraprofessionals hired in 2019-20
- Personal Assistants hired in 2019-20
- Paraprofessionals and Personal Assistants who work with prekindergarten students all day
- Prekindergarten teachers

Overall

Employees may only receive one Best and Brightest bonus in 2019-20.

Best and Brightest bonus recipients must work at least 50% of the contracted days plus one day in 2019-20 to fully “earn” the bonus.

Best and Brightest bonus eligibility is based on employment data as of December 9, 2019.

HEA/U MEMORANDUM OF UNDERSTANDING RATIFICATION MEETING

DATE: Monday 12/16/19

LOCATION: Union hall, 419 Carlton Street Wauchula

Time: 7 AM until 5 PM

WHO: All bargaining unit Employees NOT just Association members both teachers and support staff.

WHAT: This is only a memorandum of understanding related to the new Best and Brightest bonus program and NOT actual contract settlement.

Later, once we finish bargaining, you will have the opportunity to vote on that as well.

This does NOT impact negotiations or any raises in any way.

WHY: By voting on this NOW, these monies can be included in your pay on December 20, 2019

A copy of the proposed Memorandum of Understanding is attached.

There will also be copies at the voting site the day of the vote.

SUMMARY OF MEMORANDUM OF UNDERSTANDING

Best and Brightest has 4 parts to it:

1. Principal bonus: Limited to only one Principal due to the Law requirement. Not subject to negotiations:\$5,000
2. Recruitment bonus: Limited to a very small number of newly hired classroom teachers: must be a content expert as defined in State Board Rule 6A-1.0504 in mathematics, science, computer science, reading, or civics. The recruitment bonus amount is \$3,000 gross pay. Not subject to negotiations.
3. Retention bonus: Determined by the Florida Department of Education to classroom teachers at: Hardee Senior High School, Hardee Junior High School, Zolfo Springs Elementary School, and North Wauchula Elementary School.
 - a. Had to be effective or highly effective last year, be at the same school this year. HE=\$2500...Eff=\$1000. Not subject to negotiations.
4. **Recognition awards including bonuses and benefits must be provided from funds remaining under the allocation provided in s. 1011.62(18) after the payment of all teacher recruitment, retention, and principal bonuses.**
 - a. **Had to be effective or Highly effective last year,**
 - b. **May NOT have received any of the other bonuses**
 - c. **See pages 2 and 3 of the attached MOU to see who qualified**
 - d. **Was subject to negotiations. The HEA/U and District bargaining teams made sure to include EVERYONE who was eligible by law. No one was left out and all will receive an equal share of the remaining money.**
 - e. **Amount will be between \$950 and \$1000 each.**