

# District Proposal #2

## September 10, 2025

## 16.13

D. High Demand Teacher Certification Area (see Appendix E)

Teachers certified in fields identified by Bay District Schools as High Demand Teacher certification areas may be paid a one-time new hire bonus of \$5,000 provided they complete a school year (as defined by Florida Retirement System rules), teach in the High Demand Teacher certification area, and obtain an Effective or higher rating on his/her Instructional Practice and Deliberate Practice.

Teachers hired later in the year (after the date required to complete a full school year as defined by the Florida Retirement System rules) may qualify for this bonus if:

1. The teacher's contract is renewed for another consecutive year. He/she teaches the second full year in the same High Demand Teacher certification area.
2. He/she obtains an effective or higher rating on his/her Instructional Practice and Deliberate Practice.

Bonuses to these teachers will be paid at the conclusion of the second year if all qualifying criteria are met and the teacher submits an application.

Teachers may receive this bonus only one time in any single certification in their teaching career with Bay District Schools.

## Appendix E

## ~~2024~~ 2025 - 2026 Differentiated Pay for Instructional Staff

### High Demand Teacher Certification Areas:

ESE K-12

Mathematics 6-12

English 6-12

M/G General Science 5-9

Prekindergarten/Primary Education (age 3 through grade 3)

**High Demand Teacher Academic Endorsement Areas:**

- None for ~~24~~ 25 - 26

High Demand Teacher Certification Areas are determined by reviewing data from FTE Survey 2 and 3, including Out-of-Field teachers and course vacancies. This, together with the vacancies for the upcoming school year, identify the areas not filled by certified teachers in the appropriate field.

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New language is identified in **boldface and is underlined**.

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#### **High Demand Teacher Incentives**

~~1. Teachers adding an endorsement or certification to their Teacher Certification in a subject area the District has declared a High Demand Teacher Certification Area (listed above) will receive a one-time bonus of \$1,000 provided they complete a school year (as defined by the Florida retirement system rules) teaching in the High Demand Teacher Certification area and obtain an Effective or higher rating on his/her Instructional Practice and Deliberate Practice.~~

~~This will not be retroactive for those teachers already having such certification/endorsement.~~

~~2. Teachers certified in fields identified by Bay District Schools as High Demand Teacher Certification areas may be paid a one-time new hire bonus of \$5,000 provided they complete a school year (as defined by Florida Retirement System rules), teach in the High Demand Teacher Certification area, and obtain an "Effective" or higher rating on his/her Instructional Practice and Deliberate Practice. Teachers may receive this bonus only one time in any single certification in their teaching career with Bay District Schools.~~

~~3. Teachers hired later in the year (after the date required to complete a full school year as defined by the Florida Retirement System rules) may qualify for this bonus if:~~

- ~~a. The teacher's contract is renewed for another consecutive year and he/she teaches the second full year in the same High Demand Teacher certification area.~~
- ~~b. He/she obtains an effective or higher rating on his/her Instructional Practice and Deliberate Practice.~~
- ~~c. The teacher MUST complete and submit an application in the 1<sup>st</sup> partial year of teaching. This application will be on hold until the 2<sup>nd</sup> year is completed and then, if all qualifying criteria are met, then the teacher may receive the bonus.~~

~~Bonuses to these teachers will be paid at the conclusion of the second year if all qualifying criteria are met and the teacher submits an application the first year of hire.~~

#### **Endorsements**

~~The District will pay the add-on endorsement fees for the addition of High Demand Teacher certification area endorsements to the teaching certificate.~~

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