

**District Proposal #6**  
**September 5, 2024**

**16.3 C and Appendix E**

**16.3 C. Critical Shortage (see Appendix E)**

Teachers certified in fields identified by Bay District Schools as critical shortage 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 critical shortage 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 critical shortage 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.

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Appendix E

~~2023-~~ **2024 – 2025 Differentiated Pay for Instructional Staff**

~~Critical Shortage~~ **High Demand Teacher Certification Areas:**

<del>ESE K-12</del>	Mathematics 6-12
<del>Social Science 6-12</del>	English 6-12
M/G General Science 5-9	
Prekindergarten/Primary Education (age 3 through grade 3)	

~~Critical Shortage~~ **High Demand Teacher Academic Endorsement Areas:**

- ~~• Autism Spectrum Disorder~~ **None for 24-25**
- American Sign Language

~~Critical Shortage~~ **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.

~~Critical Shortage~~ **High Demand Teacher Incentives**

1. Teachers adding an endorsement or certification to their Teacher Certification in a subject area the District has declared a **Critical Shortage 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 **Critical Shortage 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 **Critical Shortage 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 **Critical Shortage 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.

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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 ~~Critical Shortage~~ **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 ~~ESOL, Gifted, Autism Spectrum Disorder and/or Reading add-on~~ **High Demand Teacher certification area** endorsements to the teaching certificate.

### Instructional Supplements Paid for Additional Responsibilities

Athletics – Coaching Positions  
Extracurricular Sponsors – Band, Drama, Choir, etc.  
Department Heads  
Grade Group Chair  
Team Leader  
Academic Team Coach  
School Improvement Team Member  
Resource Teachers

### Level of Job Performance Difficulties

Teachers at “center” schools with high risk of personal injury due to students with a history of aggressive behavior will be paid a supplement: **New Horizons Learning Center, St. Andrew School, Margaret K. Lewis School in Millville, Margaret K. Lewis School at Surfside, Rosenwald High School and DJJ**. (see Miscellaneous Supplements, pg. 89)

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