

Memorandum of Agreement

Wakulla County School District & Wakulla County Teachers Association

Re: SB 7070

Summary of funds disbursed for the 2019 Best & Brightest Awards

Wakulla County School District (WCSD) has been allocated \$554,354.00 to be distributed to teachers, schools, principals, and other instructional personnel who qualify for the 2019 Best & Brightest Recruitment, Retention, and Recognition Awards as is defined by Florida Statute and the Florida Department of Education. The specific amount to be awarded for the Recruitment and Recognition Awards will be determined after the eligibility of teachers and principals qualifying for the Retention Award is complete. Below are the criteria for the 2019 Best & Brightest Awards:

RECRUITMENT AWARD –s.1012.731(3)(a), F.S.

- Only newly hired teachers are eligible for this one-time award
- Newly hired for Wakulla County is defined as a teacher who is hired after the end of the previous year (2018-2019), for the current school year (2019-2020), by the first day of FTE (September 27, 2019), and has never been employed by Wakulla County prior to the current year.
- Eligible teachers must be a content area expert. The State Board of Education adopted Rule 6AER19-01, Content Expert for Best & Brightest Recruitment Award, to establish a definition in order for district to distribute funds allocated for the 2019-2020 school year. Rule 6AER19-01 may be found at <http://www.fldoe.org/policy/state-board-of-edu/meetings/2019/2019-07-29/index.stml>
- The amount awarded for the Recruitment Award will be no greater than the amount awarded for the Recognition Award
- A deadline of October 31, 2019 has been established for teachers eligible for this award to turn in evidence for qualification

RETENTION AWARD-s.1012.731(3)(b),F.S.

- Eligible schools are determined by the Florida Department of Education for the 2019-2020 SY
- The Department of Education named Shadeville Elementary School and Wakulla Middle School as the only two schools in Wakulla County to be eligible for this award
- One principal is eligible for this award
- Must be a classroom teachers, as defined in s. 1012.01(2)(a),F.S.and as interpreted by Wakulla County Schools
- Eligible teachers must be employed at a qualifying school for 2 current years (2018-2019 and 2019-2020). If a teacher taught at an eligible school for the 2018-2019 SY and transferred to another eligible school for the 2019-2020 SY, that teacher qualifies for this award.

- Classroom teachers who earned a highly effective evaluation for the 2018-2019 SY will receive a \$2,500 bonus (less taxes) and those earning an effective evaluation will receive \$1000 bonus (less taxes).

RECOGNITION AWARD-s.1012.731(3)(c), F.S.

- Award is intended for instructional personnel and classroom teachers employed by the Wakulla County School District who received a highly effective, effective, or an equivalent evaluation for the previous school year.
- Classroom teachers for this award will include all teachers as is defined in state statute and interpreted by Wakulla County.
- Other Instructional personnel for this award will include media specialist, staffing specialists, SLP's, instructional coaches, therapists and other similar full time Wakulla County teachers, paraprofessionals, pre-k teachers, and CDA's
- Newly hired teachers who provide the Wakulla County Human Resource Department a 2018-2019 evaluation with a rating of effective or higher from a Florida public school with their supervisor's signature by October 31, 2019 will be eligible for this award
- Wakulla County recognizes that Florida State Statute requires recipients of this award to be recommended by each school's principal. The principals in Wakulla County recommend that all teachers and instructional personnel with a qualifying evaluation score receive this award.
- The amount of this award will be determined by the remainder of funds after the Recruitment, **Retention**, and Principal Awards have been determined. The funds remaining will be used for this award and will be evenly disbursed among all teachers employed by Wakulla County Schools and considered a part the WCTA bargaining unit.
- Paraprofessionals/CDA's will receive 25% of the amount those in the WCTA bargaining unit receive.