



Book	Policy Manual
Section	Vol. 32 No. 1 for Board Approval
Title	Revised Policy - Vol. 32, No. 1 - March 2020 - TEACHER APPRECIATION GRANTS
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3220.01 - **TEACHER APPRECIATION GRANTS**

[DRAFTING NOTE: The statute places the revenue received from the Teacher Appreciation Grant outside of negotiations but requires the policy for distribution of the funds be discussed with the exclusive representative prior to adoption by the Board. This policy must be considered, approved by the Board, and submitted to the IDOE annually.]

The Board of ~~Trustees~~ ~~Managers~~ shall adopt an annual policy concerning the distribution of teacher appreciation grants. This policy shall be submitted to the Indiana Department of Education (IDOE) along with the Cooperative's staff performance evaluation plan online as one (1) document by September 15th of each year.

Definitions:

For purposes of this policy, the following definitions apply:

The term "teacher" means a professional person whose position with the Cooperative requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term "license" refers to a document issued by the IDOE that grants permission to serve as a particular kind of teacher. The term includes any certificate or permit issued by the IDOE.

Distribution of Annual Teacher Appreciation Grants:

Teacher appreciation grant funds received by the Cooperative shall be distributed to licensed teachers who meet the following criteria:

- A. employed in the classroom (including providing instruction in a virtual classroom setting);
- B. rated as Effective or Highly Effective on their most recent performance evaluation; and
- C. employed by the Cooperative as of December 1st of the year in which the teacher appreciation grant funds are received by the Cooperative.

The Cooperative shall distribute the teacher appreciation grant funds as follows:

[NOTE: Pursuant to State statute, the Cooperative may elect to set aside a portion of the Teacher Appreciation Grant funds for distribution only to qualified teachers with less than five (5) years of service, nor not to do so. The Cooperative must select either Option A or Option B.]

[OPTION A]

The Cooperative shall allocate _____ percent (____%) **[insert a number which is NOT MORE THAN twenty percent (20%)]** of the Teacher Appreciation Grant funds received to provide a supplemental award to each teacher with less than five (5) years of service who is rated as highly effective or effective on the most recent performance evaluation. The amount of the stipend awarded to those teachers rated as highly effective shall be _____ percent (____%) **[insert a number that is AT LEAST twenty-five percent (25%)]** greater than the amount awarded to those teachers rated as effective.

The Cooperative shall then distribute the remaining funds in the Teacher Appreciation Grant to all qualified teachers, including those qualified teachers with less than five (5) years of service as follows:

[END OPTION A]**[OPTION B]**

The Cooperative shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to each teacher with less than five (5) years of service who is rated as highly effective or effective on the most recent performance evaluation.

[END OF OPTION B]

[NOTE: The Cooperative must select OPTION C OR OPTION D below.]

[] OPTION C:

- A. A cash stipend as determined by the Director shall be distributed to all teachers in the Cooperative who are rated as Effective; and
- B. A cash stipend in an amount that is twenty-five _____ (~~_____~~) percent (25%) **[insert an amount that is at least twenty-five percent (25%)]** more than the stipend given the teachers rated as Effective shall be distributed to all teachers in the Cooperative who are rated as Highly Effective.

[END OPTION C]**[] OPTION D:**

- ~~A. A cash stipend as determined by the Director shall be distributed to all teachers in the Cooperative who are rated as Effective;~~
- ~~B. A cash stipend in an amount that is _____ (____) percent (____%) **[insert an amount that is at least twenty-five percent (25%)]** more than the stipend given the teachers rated as Effective shall be distributed to all teachers in _____ School who are rated as Highly Effective;~~
- ~~C. A cash stipend in an amount that is _____ (____) percent (____%) **[insert an amount that is at least twenty-five percent (25%)]** more than the stipend given the teachers rated as Effective shall be distributed to all teachers in _____ School who are rated as Highly Effective;~~
- ~~D. A cash stipend in an amount that is _____ (____) percent (____%) **[insert an amount that is at least twenty-five percent (25%)]** more than the stipend given the teachers rated as Effective shall be distributed to all teachers in _____ School who are rated as Highly Effective;~~
- ~~E. **[ADD SAME PROVISION AS ABOVE FOR AS MANY INDIVIDUAL BUILDINGS AS THE BOARD WISHES TO SELECT FOR DIFFERENTIATION]**; and~~
- ~~F. A cash stipend in an amount that is _____ (____) percent (____%) **[insert an amount that is at least twenty-five percent (25%)]** more than the stipend given the teachers rated as Effective shall be distributed to all teachers in all other buildings who are rated as Highly Effective.~~

[END OF OPTION D]

A stipend to an individual teacher in a particular year is not subject to collective bargaining but is discussable and is in addition to the minimum salary or increases in the salary set under I.C. 20-28-9-1.5.

The Cooperative shall distribute all stipends from a teacher appreciation grant to individual teachers within twenty (20) business days of the date the IDOE distributes the teacher appreciation grant funds to the Cooperative.

[OPTIONAL:]**[] Percentage of Teacher Appreciation Grant Becomes Part of the Base Salary:**

An amount not exceeding _____ (____) percent (____%) **[insert an amount that is at least fifty percent (50%)]** of the amount of a stipend to an individual teacher in a particular year shall become a permanent part of and increase the base salary of the teacher receiving the stipend for school years beginning after the year in which the stipend is received.

~~The addition to base salary is not subject to collective bargaining but is discussable.~~
[END OF OPTION]

This policy shall be reviewed annually by the Board and shall be submitted to the IDOE annually by the Director as indicated above.

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Legal I.C. 20-18-2-22
 I.C. 20-28-1-7
 I.C. 20-43-10-3.5