



Book	Policy Manual
Section	3000 Professional Staff
Title	TEACHER APPRECIATION GRANTS
Code	po3220.01
Status	Active
Adopted	September 14, 2017
Last Revised	October 8, 2020

### 3220.01 - **TEACHER APPRECIATION GRANTS**

The Board of Trustees 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:

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.:

- 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%) 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.

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.

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

Revised 3/8/18

© Neola 2020

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