

Book	Policy Manual
Section	Special Update - July 2023 for Board Approval
Title	Revised Policy - Special Update - July 2023 - TEACHER APPRECIATION GRANTS
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### Revised Policy - Special Update - July 2023

#### 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.~~ Discussion of the policy for distribution of the funds with a certificated employee or group of certificated employees at one or more meetings open to all certificated employees is at the discretion of the School Corporation. This policy must be considered, approved by the School Board, and submitted to the IDOE annually.]**

The School Board 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 School Corporation's staff performance evaluation plan online as one (1) document by September 15<sup>th</sup> of each year.

#### Definitions:

For purposes of this policy, the following definitions apply:

The term "teacher" means a professional person whose position with the Corporation 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 Corporation 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 Corporation as of December 1st of the year in which the teacher appreciation grant funds are received by the Corporation.

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

**[NOTE: Pursuant to State statute, the Corporation 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, or not to do so. The Corporation must select either Option A or B below]**

**[ ] [OPTION A:]**

The Corporation 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%)**] more than the amount awarded to those teachers rated as effective.

The Corporation 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.

**[END OF OPTION A]**

**[OPTION B]**

The Corporation 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 Corporation must select OPTION C or OPTION D below.]**

**[OPTION C:]**

- A. A cash stipend as determined by the Superintendent shall be distributed to all teachers in the Corporation 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 Corporation who are rated as Highly Effective.

**[END OF OPTION C]**

**[OPTION D:]**

- A. A cash stipend as determined by the Superintendent shall be distributed to all teachers in the Corporation 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]**

**[NOTE: THE CORPORATION MUST SELECT OPTION E OR OPTION F BELOW.]**

**OPTION E**

The Corporation shall allocate \_\_\_\_\_ percent (\_\_\_%) [**insert an amount that is not more than 10%**] of the Teacher Appreciation Grant funds received to provide a supplemental award to teachers who serve as mentors to teachers who have less than two (2) years of service. This supplemental award is in addition to the award made from the part of the grant that is allocable to all eligible teachers.

**[END OPTION E]**

**[OR]**

**[ ] OPTION F**

~~The Corporation shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to teachers who serve as mentors to teachers who have less than two (2) years of service.~~

**[END OF OPTION F]**

If the Corporation is the local educational agency (LEA) or lead school corporation that administers a special education cooperative or joint services program or a career and technical education program, including programs managed under I.C. 20-26-10, 20-35-5, 20- 37, or I.C. 36-1-7, then it shall award teacher appreciation grant stipends to and carry out the other responsibilities of an employing school corporation under this section for the teachers in the special education program or career and technical education program with respect to the teacher appreciation grant funds it receives on behalf of those teachers.

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 Corporation may discuss with a certificated employee or a group of certificated employees at one or more meetings open to all certificated employees the policy for distribution of teacher appreciation grants.**

The Corporation 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 Corporation.

**[ ] OPTIONAL:**

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

An amount not exceeding \_\_\_\_\_ percent (\_\_\_%) **[insert an amount that is not more than 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 Superintendent 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