

Appendix E
2022-2023~~2020-2021~~ Differentiated Pay
For Instructional Staff

Critical Shortage Certification Areas:

~~Autism-~~

Chemistry 6-12

~~Reading—Secondary Teachers Only (6-12)~~

~~Visually Impaired-~~

Physics 6-12

M/G General Science 5-9

Prekindergarten/Primary Education (age 3 through grade 3)

Biology

Mathematics 6-12

Hearing Impaired

ESE-Pre-K

English 6-12

Critical Shortage Academic Endorsement Areas:

- **Autism Spectrum Disorder**
- **American Sign Language**

Critical Shortage 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.

~~Categories are added to the Critical Shortage Areas of employment when five (5) or less qualified and certified applicants apply for positions with Bay District Schools (as evidenced by data in the HR Department).~~

Critical Shortage Incentives

1. Teachers adding an endorsement or certification to their Teacher Certification in a subject area the District has declared a critical shortage (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 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.

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New language is identified in **boldface and is underlined**.

District Proposal #22

August 17, 2022

2. 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 may receive this bonus only one time in any single certification in their teaching career with Bay District Schools.

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. 1.~~ The teacher's contract is renewed for another consecutive year- **and**
- ~~2.~~ **H**he/she teaches the second full year in the same critical shortage area.
- ~~3.~~ **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 1st partial year of teaching. This application will be on hold until the 2nd 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 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, St. Andrew, Margaret K. Lewis School in Millville.

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