

# Florida's 2018-19 Best and Brightest Scholarship Program Bonus

## 1. What are the awards for this 2018-19 school year?

| Category | Requirement  | Award Amount      |
|----------|--|-------------------|
| 1        | 2017-18 Effective Classroom Teacher  | Up to \$800       |
| 2        | 2017-18 Highly Effective Classroom Teacher   | \$1,200           |
| 3        | 2018-19 New (to teaching profession) Classroom Teacher with at least 80% national percentile score from SAT/ACT at time test was taken | \$6,000           |
| 4        | 2017-18 Highly Effective Classroom Teacher with at least 80% national percentile score from SAT/ACT at time test was taken             | \$6,000 + \$1,200 |

*The Florida Department of Education has clarified eligibility criteria such that teachers who may apply for the award are defined under F.S. 1012(2)(a): Classroom teachers.*

***The gross amounts paid to employees are less BPS' portion of FICA. From that, the employee must also pay federal taxes.***

## 2. What do I have to submit to qualify?

| Category | 2017-18 Location | Required Document(s)   | Send to                                   | Submittal Deadline |
|----------|------------------|--|---|--------------------|
| 1        | BPS              | <b>Nothing</b> - Your 17-18 final evaluation will be on file.  | N/A                                       | N/A                |
|          | Other FL County  | Copy of your 17-18 Classroom Teacher final evaluation document clearly showing Effective rating  | Best and Brightest via courier or US mail | 11/1/2018          |
| 2        | BPS              | <b>Nothing</b> - Your 17-18 final evaluation will be on file.  | N/A                                       | N/A                |
|          | Other FL County  | Copy of your 17-18 Classroom Teacher final evaluation document clearly showing Highly Effective rating   | Best and Brightest via courier or US mail | 11/1/2018          |
| 3        | New to Teaching  | Application & Original SAT/ACT Score Document clearly showing 80th percentile score  | Best and Brightest via courier or US mail | 11/1/2018          |
| 4        | BPS              | Application & Original SAT/ACT Score Document clearly showing 80th percentile score  | Best and Brightest via courier or US mail | 11/1/2018          |
|          | Other FL County  | Application & Original SAT/ACT Score Document clearly showing 80th percentile score<br>Application & Copy of your 17-18 Classroom Teacher final evaluation document clearly showing Highly | Best and Brightest via courier or US mail | 11/1/2018          |

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**If you were a previous BPS Best and Brightest recipient for the scholarship in 15-16, 16-17, and/or 17-18, you must re-apply by submitting an application.**

### 3. What must I do?

- Provide BPS with an official record clearly showing your eligible SAT/ACT score. Acceptable score sources are official College or High School transcripts, as well as SAT scores from College Board and ACT scores from ACT. Residual ACT scores (not nationally ranked) will NOT be acceptable (this means ACT will not have your score on file).
- Complete the application along with the required document and submit the application via courier to Best and Brightest.

**If you worked as a Classroom Teacher and received a Final Summative Evaluation rating from BPS in 2017- 18, then BPS will have your evaluation on file; you do not need to submit any evaluation data.**

However, if you worked at another Florida School District or Charter School as a Classroom Teacher in 2017-18, then you must provide BPS with an official evaluation document that shows your final rating as “Highly Effective” as a classroom teacher.

**It is the responsibility of each applicant to obtain, complete and submit all pertinent documentation on time (no later than November 1, 2018).**

### 4. What teachers are eligible to receive the FL Best and Brightest Teacher Scholarship Program Bonus? **Classroom Teachers**, as defined in s.1012.01(2)(a) F.S.:

Classroom teachers.—Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education, including substitute teachers.

Guidance Counselors, Resource Teachers, Media Specialists, Social Workers, School Psychologists, Adjunct Teachers **are NOT eligible**, per the law's definition:

b) Student personnel services.—Student personnel services include staff members responsible for: advising students with regard to their abilities and aptitudes, educational and occupational opportunities, and personal and social adjustments; providing placement services; performing educational evaluations; and similar functions. Included in this classification are certified school counselors, social workers, career specialists, and school psychologists.

(c) Librarians/media specialists.—Librarians/media specialists are staff members responsible for providing school library media services. These employees are responsible for evaluating, selecting, organizing, and managing media and technology resources, equipment, and related systems; facilitating access to information resources beyond the school; working with teachers to make resources available in the instructional programs; assisting teachers and students in media productions; and instructing students in the location and use of information resources.

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(d) Other instructional staff.—Other instructional staff are staff members who are part of the instructional staff but are not classified in one of the categories specified in paragraphs (a)-(c). Included in this classification are primary specialists, learning resource specialists, instructional trainers, adjunct educators certified pursuant to s. 1012.57, and similar positions.

5. **In what year must I have received a Final Summative Evaluation (Instructional Practice + Student Growth) rating of Highly Effective? Where do I find out my 2017-18 evaluation score and rating category?**

### 2017-18

No other evaluation year will count towards this bonus opportunity. You may contact your 2017-18 School Administrators regarding your 17-18 evaluation. Remember, at this time (August 2018), 17-18 BPS evaluations have not yet been finalized; only the Instructional Practice ratings are available. Evaluations are anticipated to be finalized prior to the November 1, 2018 submittal deadline. **Please DO NOT WAIT to submit an official SAT/ACT score document by November 1, 2018 for any reason.**

6. **Can my SAT/ACT submittal be retroactive to previous years?**

No. Each year is separate. Tests submitted this school year apply for the 2018-19 program, payable in March 2019.

7. **What if I am a new Classroom Teacher with no prior evaluation rating?**

First year Classroom Teachers (with no prior teaching experience) are eligible if they submit a qualifying SAT or ACT percentile score on an official SAT/ACT score document.

8. **What if I was in an Instructional position in FL more than a year ago, but am returning to BPS in 18-19 as a Classroom Teacher? Am I eligible?**

No. First year Classroom teaching means that until 18-19 (or 17-18 as temporary contract), you *never* served in an Instructional role at any FL Public/Charter school.

9. **ACT – What score do I need to qualify?** You need a composite score that was at or above the National 80<sup>th</sup> percentile in the year you took the exam. Residual ACT scores will not be accepted. You are responsible for retrieving your score and submitting it to the District; BPS cannot assist you with this. To obtain your score, please call 319-337-1270 or go to:

<http://www.actstudent.org/scores/send/>

**SAT – What score do I need to qualify?** You need scores that were at or above the National 80<sup>th</sup> percentile in both Critical Reading and Mathematics (or composite score of the two) in the year you took the exam. You are responsible for retrieving your score and submitting it

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to the District; BPS cannot assist you with this. To obtain your score, please call 866-756-7346 or go to:

<https://sat.collegeboard.org/scores/send-old-sat-scores>

### 10. I took the ACT and/or SAT prior to the 80<sup>th</sup> percentile score listed. What year should be used to measure the National 80<sup>th</sup> percentile?

Use the earliest year that provides the National 80<sup>th</sup> percentile score (ACT = 1966-1968; SAT = Prior to October 1973)

### 11. Submittals to BPS:

#### What?

Official (original) ACT/SAT official score document that shows your score was at or above the National 80<sup>th</sup> percentile based on the rank in effect when the assessment was taken. Not all score documents will have the corresponding percentile for the year taken, but College Board and ACT provide the cut off scores for those years.

If new to BPS this year – Copy of your 2017-18 final evaluation as a Classroom Teacher

#### How?

Via courier to Best and Brightest

#### When?

**No later than NOVEMBER 1, 2018**

There will be no exceptions to the deadline of November 1, 2018 for any reason. BPS is not responsible for any delay encountered. Per law, all submissions must be received by Districts no later than November 1, 2018.

### 12. When will this one-time bonus be paid?

No later than April 1, 2019

### 13. What are acceptable SAT/ACT score documents to submit?

Applicants may submit opened score sheets from SAT/ACT. Copies of score sheets and/or College or High School transcripts are NOT acceptable.

### 14. My name has changed since I took the test. Do I need to submit identification documents?

No. Please just provide your BPS Personnel ID Number. The District will verify your identification and eligibility utilizing your Employee ID Number.

### 15. Must I be an active employee at BPS at the time of payout?\*

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No. However, you must be actively employed with BPS at the time of the State submittal deadline (December 1, 2018). This includes all approved leaves of absence (FMLA).

**\* If you terminate employment from BPS after December 1, 2018 and before March 20, 2019, for any reason, then you may cancel your eligibility. ONLY those who are no longer actively employed by BPS between those dates YET work in another FL public school or FL charter school as a classroom teacher would still remain eligible for payout. However, it is the responsibility of that person to inform BPS, no later than April 1, 2019, of the change and update his/her address.**

**16. A friend was a classroom teacher in 2017-18 and received a "Highly Effective" but is now retired. Is s/he eligible?**

No. S/he must be actively employed with BPS by December 1, 2018.

**17. I was a classroom teacher in 2017-18 and received a "Highly Effective" but I am now in a non-classroom/administrative/classified position. Am I eligible?**

Yes. The only change to the program this year was the requirement of classroom teacher for the 2017-18 school year only.

**18. I was a Resource Teacher (Non-Classroom) last year (17-18), but was transferred to a Classroom Teacher this year (18-19). Do I qualify?**

No. You must have been a Classroom Teacher last year (17-18) and received an evaluation as such.

**19. I was a Classroom Teacher in another FL County in 17-18. I am a new BPS Classroom Teacher in 18-19. Am I eligible?**

If you worked in another FL Public School District or FL Charter School last year, then you must provide BPS with an official evaluation document that shows your 2017-18 final evaluation rating as Highly Effective or Effective. This document, along with the eligible test score document, if applicable, must be submitted no later than November 1, 2018.

**20. I was assigned to teach a class last year (17-18) on a temporary basis for less than a school year. Am I eligible for this bonus?**

No. The intent of the Best and Brightest bonus was to award Classroom Teachers who were assigned students and taught classes for the entire school year.

**21. Will I receive the full bonus amount as listed? Will I be taxed on this bonus?**

No. BPS must withhold the employer's share of FICA taxes which will lower the amount of the bonus by approximately 7.65%. The FLDOE, district(s) and media often just report the gross amount listed in the law prior to any taxes or withholdings. All payments to teachers from this program are subject to all payroll and income tax withholdings.

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### 22. I submitted everything. What next?

Due to the large number of submissions, it will take time to review and confirm eligibility. Therefore, please do not contact Human Resources regarding the status. After the review process is complete, we will inform applicants of the District's final decision. The State deadline for Districts to submit their lists of eligible Teachers is December 1, 2018. We must comply with that deadline.

### 23. How do I know I will receive the bonus?

If you submitted all of the required documents and the District has verified your information, your eligibility will be placed on the list that we will send to the State no later than December 1, 2018.

**\* If you terminate employment from BPS after December 1, 2018 and before March 20, 2019, for any reason, then you may cancel your eligibility. ONLY those who are no longer actively employed by BPS between those dates YET work in another FL public school or FL charter school as a classroom teacher would still remain eligible for payout. However, it is the responsibility of that person to inform BPS of the change and update his/her address.**

### 24. Can I retake the SAT/ACT in order to try to reach the 80<sup>th</sup> percentile score?

Yes. However, a copy of the official score document clearly showing at least the national 80<sup>th</sup> percentile score must be submitted no later than November 1, 2018.

### 25. I work at a Charter school. How do I apply for the scholarship award?

Please contact your Charter School Administration for further information. The language in the State Appropriations Bill that speaks to this scholarship notes that "Charter School Governing Boards" must submit data for their Charter School.