

Polk County Schools

2011-2012

Critical Personnel Bonus Requirements

The goal of the *Critical Personnel Need Bonus* is to assist the District in attracting, recruiting, and retaining fully qualified and highly effective male teachers at the elementary level.

To be eligible for Polk County Schools \$2500 *Critical Personnel Bonus*, all qualifying new male elementary teachers must meet all of the requirements outlined below and be assigned a *Start Date* on or before **August 22, 2011**.

- Eligible new teachers will receive **\$2500** for satisfactory completion of one full year of successful instructional service in a targeted elementary school and be recommended by the hiring administrator for reappointment for the 2012-2013 school year.
- Bonuses will be paid in **June 2012**.
- See the back of this document for additional “*Important Information*” regarding the bonus.

To qualify for the \$2500 bonus, a teacher must meet all of the eligibility requirements listed at the time of the request.

1. Submit an online employment application at www.polk-fl.net.
2. Read, sign, and submit the *Critical Personnel Bonus Agreement Form* (Form C).
3. Sign a *Conditional Employment Agreement (CEA)* in order to fill an **elementary vacancy** at one of the assigned schools. (See *List of Targeted Elementary Schools* on the back.)
4. Meet the conditions of employment described on the *Conditional Employment Agreement (CEA)* pertaining to *Certified (C)*, *Qualified (Q)*, and *Highly Qualified (HQ)*, and meet the eligibility requirements for hire in Polk County as described in Board Policy 3.001.
5. Must hold or be deemed be eligible to hold a *Florida Statement of Status of Eligibility* for a *Three-year Temporary* or *Professional Florida Educator Certificate* in **Elementary K-6** or **Pre-Kindergarten/ Primary Education (ages 3 through 3rd grade)**.
6. Have **never** been employed as a teacher with the Polk County School District. (The teacher must be a first time instructional employee to Polk County Schools for the 2011-2012 school year.)

***IMPORTANT -PLEASE READ**

- The duration of this incentive program is contingent upon the availability of sufficient grant funds.
- No bonuses will be processed after the fiscal year during which the employee starts to work.
- Requirements must be met at the time of the submission.
- Bonuses will be paid upon successful completion of one full year of instructional service AND recommendation for reappointment for the upcoming school-year.
- New teacher’s failure to successfully complete his/her 97-day probationary period or who is terminated for cause would result in bonus forfeiture.
- PCSB reserves the right to withhold a bonus as a result of a transfer from an eligible school (prior to the end of the school-year).

The School Board of Polk County, Florida prohibits any and all forms discrimination and harassment based on race, color, sex, religion, national origin, marital status, age, homelessness, or disability or other basis prohibited by law in any of its programs, activities, or employment. If you require any type of accommodation to complete the employment process due to a disability, please call the Human Resource Services Division at (863)-534-0781. If you are deaf or hard of hearing, please contact the Polk County School District by calling Florida Relay Service at 1-800-955-8771.

List of Eligible Elementary Schools

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| <ul style="list-style-type: none">• Auburndale Central Elementary• Bartow Academy Elementary• Brigham Academy• Caldwell Elementary• Carlton Palmore Elementary• Churchwell Elementary• Cleveland Court Elementary• Combee Elementary• Dixieland Elementary• Dundee Elementary• Eagle Lake Elementary• Eastside Elementary• Frostproof Elementary• Garner Elementary | <ul style="list-style-type: none">• Gibbons Street Elementary• Highlands Grove Elementary• Highland City Elementary• Inwood Elementary• Lake Alfred Elementary• Laurel Elementary• Lewis Ann Woodbury• Lincoln Academy• Medulla Elementary• Oscar J. Pope Elementary• Padgett Elementary• Scott Lake Elementary• Southwest Elementary• Spook Hill Elementary |
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