

2011-2012

Polk County Schools

Schools In Need of Improvement (*SINI*)

Teacher Bonus Requirements

The goal of the *SINI Bonus* is to assist the District in attracting, recruiting, and retaining fully qualified and highly effective teachers into SINI schools.

To be eligible for Polk County Schools *SINI Teacher Bonus* all qualifying **new teachers** must meet all of the requirements outlined below and be hired on **or before September 6, 2011.**

- Eligible new teachers will receive **\$3000** for satisfactory completion of one full year of instructional service in a/an
 - **Intervene**
 - **Correct II (D, F and Lowest 5%)** or
 - **Prevent II (D, F and Lowest 5%) school.** (*See eligible schools below.*)

Note: All bonuses will be paid at the **end** (e.g., June-July) of the *2011-2012* school year. See the back of this document for additional “*Important Information*” regarding the *SINI Bonus*.

To qualify for the \$3000 bonus, a teacher must meet all of the eligibility requirements listed at the time of the request.

1. Submit an online employment application at <http://www.polk-fl.net/employment/onlineapplication.htm>.
2. Read, sign, and submit the *SINI Bonus Agreement Form* (Form A).
3. Sign a *Conditional Employment Agreement (CEA)* in order to fill a **math, science, english, reading, elementary, or exceptional student education vacancy** in an *Intervene, CII, or PII* school.
4. Meet the conditions of employment described on the CEA pertaining to **fully qualified**, and meet the **eligibility requirements for hire** in Polk County as described in Board Policy 3.001.
5. Hold or be eligible to hold a **Florida Professional Teaching Certificate** at the time of the request.
6. Have **never** been employed as a teacher with the Polk County School District. (Must be a **first time** instructional employee to Polk County Schools for the *2011-2012* school year.)
7. Complete **one full year** of satisfactory instructional service in a *CII* or *PII* school **AND** be recommended by the hiring administrator for reappointment for the *2012-2013* school-year.

| Eligible SINI Schools | |
|--|---|
| <ul style="list-style-type: none"> • Alta Vista Elementary • Caldwell Elementary • Churchwell Elementary • Eagle Lake Elementary | <ul style="list-style-type: none"> • Kingsford Elementary • Boone Middle • Lake Alfred Addair Middle • Ridge Community High |

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.



***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 satisfactory 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 *Intervene, CII* or *PII* school into a non- *Intervene, CII* or *PII* school (prior to the end of the school-year).

