

CHAPTER 6.00 - PERSONNEL

6.106

TEACHER RECRUITMENT SUPPLEMENT

POLICY:

Dixie District School Board recognizes the need to recruit and retain Highly Qualified teachers. It also recognizes that due to its geographical location it is difficult to recruit and retain teachers from other areas. Therefore, there is a need to grow our own Highly Qualified teachers.

- (1) Dixie District School Board will reimburse college tuition for each Dixie County High School graduate that receives a 4-year degree and obtains employment teaching at one of the Dixie District's four schools. The reimbursement will be based on the semester credit rate of Florida Gateway College. The scholarship will be for a maximum of 120 hours.
- (2) Eligibility for Supplements
 - (a) DCHS Graduate
 - (b) Obtained employment with Dixie District Schools within 6 years of graduating from high school.
 - (c) Employed after January 1, 2018
 - (d) Receives an effective or higher evaluation from the preceding year.
 - (e) Only college credits the employee received a B or better grade in the class will be reimbursed.
- (3) Retention Supplements will be paid as follows:
 - (a) 20% for each year the teacher teaches and meets the above criteria. Example – Teacher received effective rating from previous year and is rehired: Teachers will receive a supplement of 24 x the hourly rate of tuition. Teachers receiving Needs Improvement or Developing will receive no money for the preceding year, however would be eligible for the next years supplement if they receive an effective evaluation.
 - (b) All supplements must be earned within the first 5 years of employment.

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- (c) At the beginning of each fiscal year, the district School Board will receive a report from the Superintendent on how many teachers were hired under this policy and on the district financial ability to continue the plan for the next school year. If the district does not fund the plan for a certain year, the employee will not have that year counted against their 5 years of eligibility.

STATUTORY AUTHORITY: 1001.41; 1001.42, F.S.

LAWS IMPLEMENTED 1012.05, F.S.

History:

Adopted: December 12, 2017 Revision Date(s): Formerly:
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