



Book	Policy Manual
Section	3000 Professional Staff
Title	TEACHER APPRECIATION GRANTS
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3220.01 - **TEACHER APPRECIATION GRANTS**

The School Board shall adopt an annual policy concerning the distribution of teacher appreciation grants. This policy shall be submitted to the Indiana Department of Education (IDOE) along with the School Corporation's staff performance evaluation plan online as one (1) document by September 15th of each year.

Definitions:

For purposes of this policy, the following definitions apply:

The term "teacher" means a professional person whose position with the Corporation requires a license (as defined in I.C. 20-28-1-7) and whose primary responsibility is the instruction of students.

The term "license" refers to a document issued by the IDOE that grants permission to serve as a particular kind of teacher. The term includes any certificate or permit issued by the IDOE.

Distribution of Annual Teacher Appreciation Grants:

Teacher appreciation grant funds received by the Corporation shall be distributed to licensed teachers who meet the following criteria:

- A. employed in the classroom (including providing instruction in a virtual classroom setting);
- B. rated as Effective or Highly Effective on their most recent performance evaluation; and
- C. employed by the Corporation as of December 1st of the year in which the teacher appreciation grant funds are received by the Corporation.

The Corporation shall distribute the teacher appreciation grant funds it receives as follows:

- A. A cash stipend as determined by the Superintendent shall be distributed to all teachers in the Corporation who are rated as Effective; and
- B. A cash stipend in an amount that is twenty-five percent (25%) more than the stipend given the teachers rated as Effective shall be distributed to all teachers in the Corporation who are rated as Highly Effective.

If the Corporation is the local educational agency (LEA) or lead school corporation that administers a special education

cooperative or joint services program or a career and technical education program, including programs managed under I.C. 20-26-10, 20-35-5, 20- 37, or I.C. 36-1-7, then it shall award teacher appreciation grant stipends to and carry out the other responsibilities of an employing school corporation under this section for the teachers in the special education program or career and technical education program with respect to the teacher appreciation grant funds it receives on behalf of those teachers.

Pursuant to Indiana law, teachers employed by interlocal cooperatives are eligible to receive a stipend under the Teacher Appreciation Grant. For those school districts that are members of an interlocal cooperative, the Indiana Department of Education will distribute the grant award to the school corporation, and then the school corporation is responsible for distributing a portion of the grant to the interlocal cooperative for distribution to the interlocal teachers who are eligible for the grant award.

The School City of Hobart is a member of the Northwest Indiana Special Education Cooperative (the " NISEC"), and Indiana interlocal cooperative. Unless the Superintendent of the School City of Hobart and the Executive Director of NISEC agree on some other method of distribution, NISEC shall be entitled to Teacher Appreciation Grant monies in proportion to the number of NISEC teachers to the total number of teachers employed in the School City of Hobart. NISEC will receive a prorated portion for NISEC teachers that teach less than full time in the School City of Hobart.

A stipend to an individual teacher in a particular year is not subject to collective bargaining but is discussable and is in addition to the minimum salary or increases in the salary set under I.C. 20-28-9-1.5.

The Corporation shall distribute all stipends from a teacher appreciation grant to individual teachers within twenty (20) business days of the date the IDOE distributes the teacher appreciation grant funds to the Corporation.

This policy shall be reviewed annually by the Board and shall be submitted to the IDOE annually by the Superintendent as indicated above.

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Legal I.C. 20-18-2-22
 I.C. 20-28-1-7
 I.C. 20-43-10-3.5