

**ARTICLE TWENTY-ONE
ACHIEVEMENT INCENTIVE PAY**

A. Basic Incentive Award

1. Any employee holding a Rank III (Bachelor's Degree or equivalent) or Rank II (Master's Degree or equivalent) certificate and who has been employed for more than three (3) years in Broward County is eligible for the Basic Incentive Award.
2. A minimum of fifteen (15) semester hours, earned after the date of the last degree, will be required to receive the Basic Incentive Award. A minimum of twelve (12) of the fifteen (15) hours must be in the teaching field and/or related subjects in order to earn an in-field Basic Incentive stipend.
3. Courses which are acceptable for the professional and for the specialization areas of certificate requirements are acceptable for the Basic Incentive Award Program.
4. All hours shall have been earned within ten (10) years prior to the awarding of the Basic Incentive Award.
5. Applications must be submitted to the Division of Human Resources by September 15th and supporting grade reports or transcripts must be received by October 1st.
6. Inservice programs will be recommended by the Superintendent and approved by the Board.
7. When an employee transfers to a different subject area teaching assignment, the award is subject to review.
8. Personnel will review applications, which have been disapproved, when requested in writing by the applicant.

B. Advanced Incentive Award

1. An employee holding a Rank II (Master's Degree or equivalent with more than three (3) years of employment in Broward County) and ten (10) years of Florida service and holds the original fifteen (15) hour Basic Incentive Award or is eligible simultaneously for both awards is eligible for the Advanced Incentive Award.

2. A minimum of fifteen (15) semester hours, earned after the date of last degree, beyond what was required for the Basic Incentive Award will be required to receive the Advanced Incentive Award. A minimum of twelve (12) of the fifteen (15) hours must be in the teaching field and/or related subjects in order to earn the in-field Basic Incentive stipend.
3. Junior, senior or graduate level courses, which are acceptable for the professional and for the specialization areas of certification requirements are acceptable for the Advanced Incentive Award.
4. All hours shall have been earned within ten (10) years prior to the awarding of the Advanced Incentive Award.
5. Inservice progress may be used for Advanced Incentive Awards if approved by the Board.
6. When an employee transfers to a different subject area teaching assignment, the award is subject to review.
7. Personnel will review applications which have been disapproved, when requested in writing by the applicant.
8. Applications must be submitted to the Division of Human Resources by September 15th and supporting grade reports or transcripts must be received by October 1st.
9. An application is required for all employees even though it may be incomplete as to course work.
10. Work must be completed by the opening day of school for employees.

C. **Sabbatical Leave:**

Critical Shortage Area: Employees who are granted a sabbatical leave for the purpose of pursuing a plan leading to certification in an area in which a shortage of employees is developing, shall receive seventy-five percent (75%) of their base salary while on said sabbatical leave.

To qualify for this section, an employee must meet all of the criteria and is subject to all of the procedures contained in Article Twenty-Three, Section D. A maximum of thirty (30) sabbaticals per year shall be reserved for this critical shortage area. In addition, employees who are

granted a sabbatical leave pursuant to this section shall agree in writing to teach in the district for three (3) years after returning from said leave.

D. **Continuity of Classroom Instruction:** To encourage and reward employees who assist in maintaining continuity of classroom instruction through good job attendance, the parties agree to the following incentive award:

1. Employees who utilize two (2) sick leave days or less each school year shall upon request receive payment for the number of sick leave days earned in said school year. For example, if a teacher is absent for sick leave purposes two (2) times during the 1995-96 school year, he/she may receive payment for eight (8) days of sick leave, provided the employee worked the full school year.* The following procedures apply to the payment of sick leave under this section.
 - (a) An employee must have a minimum of twenty-five (25) days of accumulated sick leave remaining after the payment for unused sick leave under this section.
 - (b) The payment of this incentive shall be paid to eligible employees no later than October 31st of the school year following the school year in which the employee qualified for the incentive pay.
 - (c) For purposes of this section, sick leave shall be defined pursuant to all sections of F.S. 1012.61.
 - (d) Days for which such award payment is received shall be deducted from the accumulated leave balance.
 - (e) Number of eligible days times the affected employee's daily rate of base pay times eighty percent (80%).
 - (f) The application of this section commences with the 1983-84 school year. Employees may not receive this award for sick leave earned prior to said school year.