



**SCHOOL DISTRICT OF OKALOOSA COUNTY
TECHNICAL ASSISTANCE MEMORANDUM
FINANCE**

FINANCE TAM: 2024-016
CONTACT: Amanda Jeter, Payroll Supervisor
TELEPHONE: 833-5849

TO: Selected Principals
FROM: Julie Perry, Chief Financial Officer
DATE: October 18, 2023
SUBJECT: AICE, AP, and IB Bonuses

Julie A. Perry

Pursuant to Florida Statutes (Section 1011.62), the District is statutorily required to pay bonuses to Advanced International Certificate of Education (AICE), Advanced Placement (AP), and International Baccalaureate (IB) instructors (see attached Statutes). The amount which an instructor will be paid is based on the following criteria:

- A. Advanced International Certificate of Education (AICE)
1. A bonus in the amount of \$50 for each student taught by the AICE teacher in each AICE course who receives a score of E or higher on the AICE examination.
 2. A bonus in the amount of \$25 for each student taught by the AICE teacher in each pre-AICE course who receives a score of E or higher on the AICE examination.
 3. An additional bonus of \$500 to each AICE teacher in a school designated with a grade of "D" or "F" who has at least one student scoring E or higher on the AICE examination, regardless of the number of classes taught or of the number of students scoring an E or higher on the AICE examination.
 4. Additional bonuses of \$250 each to teachers of pre-AICE classes in a school designated with a grade of "D" or "F" which has at least one student scoring an E or higher on the pre-AICE examination in that class. The maximum additional bonus for a teacher awarded in accordance with this subparagraph shall not exceed \$500 in any given school year. Teachers receiving an award under subparagraph 3 above are not eligible for a bonus under this subparagraph.
 5. Bonuses shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive.
- B. Advanced Placement (AP)
1. A bonus in the amount of \$50 for each student taught by the AP teacher in each AP course who receives a score of 3 or higher on the College Board AP Examination.
 2. An additional bonus of \$500 to each AP teacher in a school designated with a grade of "D" or "F" who has at least one student scoring 3 or higher on the College Board AP Examination, regardless of the number of classes taught or of the number of students scoring a 3 or higher on the College Board AP Examination.
 3. Bonuses awarded shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive. For such courses, the teacher shall earn an additional bonus of \$50 for each student who has a qualifying score.

C. International Baccalaureate (IB)

1. A bonus in the amount of \$50 for each student taught by the IB teacher in each IB course who receives a score of 4 or higher on the IB examination.
2. An additional bonus of \$500 to each IB teacher in a school designated with a grade of “D” or “F” who has at least one student scoring 4 or higher on the IB examination, regardless of the number of classes taught or of the number of students scoring a 4 or higher on the IB examination.
3. Bonuses awarded shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive. For such courses, the teacher shall earn an additional bonus of \$50 for each student who has a qualifying score.

Attached you will find copies of the bonus forms for Advanced International Certificate of Education, Advanced Placement, and International Baccalaureate. You will also receive the Excel versions by e-mail. The Excel workbook contains a tab for each program. **Please use Excel to complete the appropriate form(s) for your school. Excel will automatically tabulate the bonuses.** Bonuses will be paid using the following funding:

- AICE – Bonuses & Exams – Project 5053 (1010.5100.0105.Center.5053)
- AP – Bonuses & Exams – Project 5054 (1010.5100.0105.Center.5054)
- IB – Bonuses & Exams – Project 5055 (1010.5100.0105.Center.5055)

Please e-mail your scanned, signed forms to Amanda Jeter. There is no need to send the original forms through the courier. If she receives the forms by November 2, 2023, the instructors will receive the bonus in their November paychecks. Should you have any questions or need additional information, please call Amanda Jeter at 833-5849.

Attachments

cc: Senior Staff
District AICE-AP-IB Coordinator
Payroll Supervisor
School Bookkeepers

Excerpt from The 2023 Florida Statutes

1011.62(1) Funds for operation of schools.

Advanced International Certificate of Education

(m) *Calculation of additional full-time equivalent membership based on Advanced International Certificate of Education examination scores of students.—A value of 0.16 full-time equivalent student membership shall be calculated for each student enrolled in a full-credit Advanced International Certificate of Education course who receives a score of E or higher on a subject examination. A value of 0.08 full-time equivalent student membership shall be calculated for each student enrolled in a half-credit Advanced International Certificate of Education course who receives a score of E or higher on a subject examination. A value of 0.3 full-time equivalent student membership shall be calculated for each student who receives an Advanced International Certificate of Education diploma. Such value shall be added to the total full-time equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. Each school district shall allocate at least 80 percent of the funds received from the Advanced International Certificate of Education bonus FTE funding, in accordance with this paragraph, to the school program that generated the funds and to school programs administered by the University of Cambridge Local Examinations Syndicate that prepare prospective students to enroll in Advanced International Certificate of Education courses. These funds shall be expended solely for the payment of costs associated with the application and registration process; program fees and site licenses; training, professional development, salaries, benefits, and bonuses for instructional personnel and program coordinators; examination and diploma fees; membership fees; supplemental books; instructional supplies, materials, and equipment; and other activities that identify prospective Advanced International Certificate of Education students or prepare prospective students to enroll in Advanced International Certificate of Education courses. The school district shall distribute to each classroom teacher who provided Advanced International Certificate of Education or International General Certificate of Secondary Education (pre-AICE) instruction:*

1. A bonus in the amount of \$50 for each student taught by the Advanced International Certificate of Education teacher in each Advanced International Certificate of Education course who receives a score of E or higher on the Advanced International Certificate of Education examination. A bonus in the amount of \$25 for each student taught by the pre-AICE teacher in each pre-AICE course who receives a score of E or higher on the pre-AICE examination.
2. An additional bonus of \$500 to each Advanced International Certificate of Education teacher in a school designated with a grade of “D” or “F” who has at least one student scoring E or higher on the Advanced International Certificate of Education examination, regardless of the number of classes taught or of the number of students scoring an E or higher on the Advanced International Certificate of Education examination.
3. Additional bonuses of \$250 each to teachers of pre-AICE classes in a school designated with a grade of “D” or “F” which has at least one student scoring an E or higher on the pre-AICE examination in that class. Teachers receiving an award under subparagraph 2. are not eligible for a bonus under this subparagraph.

Bonuses awarded to a teacher according to this paragraph shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive.

Excerpt from The 2023 Florida Statutes

1011.62(1) Funds for operation of schools.

Advanced Placement

(n) Calculation of additional full-time equivalent membership based on college board advanced placement scores of students and earning college board advanced placement capstone diplomas.—A value of 0.16 full-time equivalent student membership shall be calculated for each student in each advanced placement course who receives a score of 3 or higher on the College Board Advanced Placement Examination for the prior year and added to the total full-time equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. A value of 0.3 full-time equivalent student membership shall be calculated for each student who receives a College Board Advanced Placement Capstone Diploma and meets the requirements for a standard high school diploma under s. 1003.4282. Such value shall be added to the total full-time equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. Each district must allocate at least 80 percent of the funds provided to the district for advanced placement instruction, in accordance with this paragraph, to the high school that generates the funds. The school district shall distribute to each classroom teacher who provided advanced placement instruction:

1. A bonus in the amount of \$50 for each student taught by the Advanced Placement teacher in each advanced placement course who receives a score of 3 or higher on the College Board Advanced Placement Examination.
2. An additional bonus of \$500 to each Advanced Placement teacher in a school designated with a grade of "D" or "F" who has at least one student scoring 3 or higher on the College Board Advanced Placement Examination, regardless of the number of classes taught or of the number of students scoring a 3 or higher on the College Board Advanced Placement Examination.

Bonuses awarded under this paragraph shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive. For such courses, the teacher shall earn an additional bonus of \$50 for each student who has a qualifying score.

Excerpt from The 2023 Florida Statutes

1011.62(1) Funds for operation of schools.

International Baccalaureate

(l) *Calculation of additional full-time equivalent membership based on International Baccalaureate examination scores of students.—A value of 0.16 full-time equivalent student membership shall be calculated for each student enrolled in an International Baccalaureate course who receives a score of 4 or higher on a subject examination. A value of 0.3 full-time equivalent student membership shall be calculated for each student who receives an International Baccalaureate diploma. Such value shall be added to the total full-time equivalent student membership in basic programs for grades 9 through 12 in the subsequent fiscal year. Each school district shall allocate 80 percent of the funds received from International Baccalaureate bonus FTE funding to the school program whose students generate the funds and to school programs that prepare prospective students to enroll in International Baccalaureate courses. Funds shall be expended solely for the payment of allowable costs associated with the International Baccalaureate program. Allowable costs include International Baccalaureate annual school fees; International Baccalaureate examination fees; salary, benefits, and bonuses for teachers and program coordinators for the International Baccalaureate program and teachers and coordinators who prepare prospective students for the International Baccalaureate program; supplemental books; instructional supplies; instructional equipment or instructional materials for International Baccalaureate courses; other activities that identify prospective International Baccalaureate students or prepare prospective students to enroll in International Baccalaureate courses; and training or professional development for International Baccalaureate teachers. School districts shall allocate the remaining 20 percent of the funds received from International Baccalaureate bonus FTE funding for programs that assist academically disadvantaged students to prepare for more rigorous courses. The school district shall distribute to each classroom teacher who provided International Baccalaureate instruction:*

1. A bonus in the amount of \$50 for each student taught by the International Baccalaureate teacher in each International Baccalaureate course who receives a score of 4 or higher on the International Baccalaureate examination.
2. An additional bonus of \$500 to each International Baccalaureate teacher in a school designated with a grade of “D” or “F” who has at least one student scoring 4 or higher on the International Baccalaureate examination, regardless of the number of classes taught or of the number of students scoring a 4 or higher on the International Baccalaureate examination.

Bonuses awarded under this paragraph shall be in addition to any regular wage or other bonus the teacher received or is scheduled to receive. For such courses, the teacher shall earn an additional bonus of \$50 for each student who has a qualifying score.