

# Zionsville Community Schools

Board of School Trustees Meeting "Item for Consideration"

Old Business 5a • Date: October 6, 2025

## Policy 3220.01 Repeal - *Second Reading*

### Category:

<input type="checkbox"/> Human Resources, Personnel/Staffing	<input type="checkbox"/> Curriculum, Instruction, Assessment	
<input type="checkbox"/> Finance, Budgeting, Accounting	<input type="checkbox"/> Student Services	<input checked="" type="checkbox"/> Board Policy
<input type="checkbox"/> Facilities, Transportation, Nutrition	<input type="checkbox"/> Community Relations	<input type="checkbox"/> Other

### Type of Board of Trustees Consideration Sought:

Action	<input checked="" type="checkbox"/>
Discussion	<input type="checkbox"/>
Report	<input type="checkbox"/>

### Facts of this Matter:

The 2019 Indiana law, which created the Teacher Appreciation Grant (IC 20-43-10-3.5) and required local school boards to adopt policy with annual renewal language, has been repealed. Therefore, we recommend deleting ZCS Board Policy 3220.01 as it is no longer applicable and may cause confusion in the future.

The "new" TAG guideline appears at IC 20-43-16 (with an effective date of June 29, 2025) and does not require a school board to adopt a policy. Instead, the new program will require school corporations to complete applications prescribed by the IDOE. Preliminary guidance was provided to school corporations on September 12, 2025, with additional guidance anticipated this fall.

It is also worth noting that the new law requires the IDOE to distribute grant monies before April 15 (as opposed to the previous deadline of December 5).

### Objective POSITIVES related to this item or approach:

Creates a record of our action, avoids any confusion about our TAG practice, and eliminates Board involvement which is no longer required.

### Objective NEGATIVES related to this item or approach:

None known.

### Opinion/Recommendation:

I move to repeal policy 3220.01 TEACHER APPRECIATION GRANTS as it is no longer current with new Indiana Department of Education guidance and facilitation.

## **ZCS Policy 3220.01 - TEACHER APPRECIATION GRANTS *REPEAL POLICY***

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 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 employment is in the classroom or directly providing virtual education.

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 IDOE.

### **Distribution of Annual Teacher Appreciation Grants:**

The Corporation shall not allocate a percentage of the Teacher Appreciation Grant funds received to provide a supplemental award to each teacher with fewer than five (5) years of service who is rated as highly effective or effective on the most recent performance evaluation.

Teacher appreciation grant funds received by the Corporation shall be distributed to licensed teachers who meet the following criteria (less the cost of standard withholdings including FICA, TRF, taxes, and collectively bargained subtractions):

- 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 Effective; and
- B. A cash stipend in an amount that is 25% more than the stipend given the teacher rated as Effective shall be distributed to all teachers in the Corporation who are rated as Highly Effective.
- C. Teachers on a 0.5 FTE contract or greater will receive a full stipend while those on less than a 0.5 FTE contract will receive a half stipend.

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 teacher in the special education program of career and technical education program with respect to the teacher appreciation grant funds it receives on behalf of those teachers.

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 und I.C. 20-28-9-5.

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 fund 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.