

**ACADEMY PRESIDENT OR MANAGEMENT COMPANY REPRESENTATIVE'S INCENTIVE PROGRAM**

1. The Governing Board authorizes the creation of a reward program to encourage employees, students and volunteers to put forward innovative ideas that improve the effectiveness and cost efficiency of South Tech.
2. Eligible Participants: Employees are defined as full or part time employees of South Tech Charter Academy, Inc.. Students are defined as those persons registered in a full time Grade 9-12 high school program. The term "Volunteers" refers to those persons properly registered and currently active as school volunteers pursuant to Policy 2.18.
3. Rewards Program: To be eligible for rewards, eligible participants (President or Management Company Representative excluded) must make suggestions that are beyond the scope of normal job expectations, and bring tangible monetary, quantifiable gains to the School. Suggestions must be submitted in writing and be implemented within two years.

Total rewards will be equal to 10% of the first year's savings or revenue gains, but shall not exceed \$2000. Non-monetary awards shall include, but are not limited to, certificates, plaques, medals, ribbons, and photographs. Expenditure for a non-monetary award shall not exceed \$75.00.

Eligible recipients will initially receive \$200 if their suggestions are implemented and promise to bring tangible gains. After twelve (12) months, eligible recipients will generally receive the balance of their awards, payable the September after a full years implementation.

The Academy President or Management Company Representative shall administer the program with advice from the Board Treasurer, and School Accounting Services, Inc. representatives.

4. All rewards must be approved by the Governing Board.

Authority: §§ 1001.41(2); 1012.22(1)(g); Fla. Stat

Implemented: §§ 1001.41(1); 1012.22(1)(g); Fla. Stat

Reference: Palm Beach School District Policy 2.63

History: New: 06/02/2005; Revised 07/07/200, 3/11/2010