

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Year 2007-2008 through 2008-2009</p>	<p><u>071902</u> County District No.</p> <p>_____ Amendment No</p>
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**Governor’s Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

This page may be duplicated as many times as needed to provide all information required for Criterion 1.

<p>Criterion 1: Teacher has a record of improving student performance using objective, quantifiable measures. (Required)</p>	<p>Acceptable Data Sources/Measures: TAKS, TPRI, SDAA, ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible</p> <p>Unacceptable Data Sources/Measures: Teacher Attendance, Campus Rating, Student Attendance</p>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
English (20) Math (16) Science (14) Social Studies (17)	TAKS	Students pass rates will exceed the campus overall average pass rate by 1% in each core area.	\$1,100
SPECIAL EDUCATION (7) ENGLISH SPEAKERS of OTHER LANGUAGES (1)	TAKS	Students pass rates will exceed the campus overall average pass rate by 1% in each core area. BOTH SPECIAL EDUCATION AND ENGLISH SPEAKERS OF OTHER LANGUAGES	\$1,100

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Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan**

This page may be duplicated as many times as needed to provide all information required for Criterion 2.

<p>Criterion 2: Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. (Required)</p>	<p>Acceptable Measures: Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; teacher mentoring, induction, or coaching; collaboration with other teachers on development of lessons; sharing student data with other campus teachers; Others possible</p> <p>Unacceptable Measures: Student tutoring; PTA Meetings; student performance measures; teacher attendance; student attendance; individual planning time; participation in extracurricular activities not related to improved academic performance</p>
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Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
Same 75 teachers as listed in Criteria I	Campus Academic Meetings – Sign in Logs	Teacher attendance at campus academic meetings was equal or greater than 80% with the exception that a waiver be available for medical reasons.	\$1,000

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<p>Part II Additional Incentives to Campus Faculty and Staff</p>	<p>Potential Staff Positions: Classroom Teachers not included in Part I, Counselors, Principals, Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses, Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics</p>
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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
1	Assistant Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$430
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$430
1	Campus Liaison Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
1	Student Activities Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
1	Computer Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
5	Counselor	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
11	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$430
3	Literacy/Math/Science Coach	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
1	Special Ed Coach	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
37	Teachers with less than 4 hours of classroom instruction	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435

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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
9	Food Service Specialist	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$430
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$430
2	Librarian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	Nurse	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
17	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
2	At Risk Coordinators	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$438
12	Clerks	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
1	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$434
5	Assistant Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$438

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Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
3	Campus Patrol	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	DELA Leader	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	Testing Coordinator	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	Diagnostician	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	Speech Therapist	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435
1	Special Education Transition Specialist	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation. Exemptions for attendance should apply for medical reasons.	\$435

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<p>Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2 Schedule #4B-Program Description: Additional Program Requirements</p>		
<p>Part 1: Contingency Plan for Redistribution of Unallocated Funds Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).</p>		
<p>Part I Contingency Plan Funds (These funds <u>cannot</u> be used for professional development)</p>		
<p>Budgeted funds that are not distributed in Part I will be redistributed equally among the teachers that met criteria 1 <u>and</u> criteria 2.</p> <p>Contingency Plan for teachers that are filling a vacancy:</p> <ul style="list-style-type: none"> ▪ Teachers who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria 1 <u>and</u> 2 as identified in the campus incentive plan; however, they will receive a pro-rated incentive based on the number of days they were on duty. ▪ All teachers who complete the entire school year but transfer or retire at the end of the term, <u>will be eligible</u> to receive the incentive. <p>The following criteria will disqualify teachers from receiving an incentive:</p> <ul style="list-style-type: none"> ▪ Teacher is assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal. ▪ Teachers who leave their teaching assignment for any reason (i.e. resign, transfer etc.) at the campus prior to the end of the entire 2007-2008 school term. 		
<p>Part II Contingency Plan Funds</p>		
<p>Budgeted funds that are not distributed in Part II will be redistributed equally among the qualifying employees that met their specific criteria as identified in the incentive plan.</p> <p>Contingency Plan for administration and support staff that are filling a vacancy:</p> <ul style="list-style-type: none"> ▪ Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria as specified in Part II; however, they will receive a pro-rated incentive based on the number of days they were on duty. ▪ All staff who complete the entire school year but transfer or retire at the end of the term, <u>will be eligible</u> to receive the incentive. <p>The following criteria will disqualify staff from receiving an incentive:</p> <ul style="list-style-type: none"> ▪ Staff is assigned to the campus as additional staff not filling a vacancy, as they were not originally counted in this proposal. ▪ Staff who leave their position for any reason (i.e. resign, transfer etc.) at the campus prior to the end of the entire 2007-2008 school term. <p>Clarification:</p> <ul style="list-style-type: none"> ▪ Exemption to the attendance is due to medical reasons (i.e. cancer, workman's comp injury, pregnancy, etc) ▪ Satisfactory evaluation means all indicators were met. If any performance indicator falls below expectations, this disqualifies staff under Part II. 		

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**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule # 4B – Program Description: Additional Program Requirements**

Part 3: Evidence of Campus Committee Participation

#	List of Campus Committee Planning Activities	Date mm/dd/yy	Vote Taken (Y or N)	Result # to #
1	Faculty Meeting – Grant Information Introduced	08/22/07	N	
2	CIT Meeting - Monetary information provided	08/29/07	N	
3	CIT Meeting - Information clarified	08/30/07	Y	10 to 2
4				
5				
6				
7				

Part 4: Evidence of District Committee and Board Participation

#	List of District Committee and Board Activities	Date mm/dd/yy	Vote Taken (Y or N)	Result # to #
1	The District-level decision-making committee voted to approve the Campus Incentive Plan.	08/27/07	Y	15 to 0
2	The Campus Incentive Plan was presented, or will be presented, to the School Board of Trustees or Directors.	09/25/07		
3	The Campus Incentive Plan was made available for public viewing.	9/30/07		
4	Campus Incentive Plan that include award amounts outside the recommended range of \$3,000 - \$10,000 had this variance approved by the local school board. The plan has been approved by Superintendent and Cabinet members. It will be presented to the Board of Trustees on 9/25/2007.	09/25/07	Y	5 to 0
5				

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**Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2
Schedule #5B–Payroll Costs (6100)**

Budgeted Costs

Employee Position Titles	#Full-Time Effort	#Part-Time Effort	Program Costs		Admin Costs (*Part 2 Only)	Total Budget
			Part I (Min 75%)	Part II (*Max 25%)		
Part 1 Incentive Payments						
1 Classroom Teachers	75	37	157,500			157,500
Part 2 Additional Incentives						
2 Principals	1			438		438
3 Assistant Principals	5			2190		2190
4 Teacher Facilitator	4			1736		1736
5 DELA Leader	1			435		435
6 Secretary	1			434		434
7 Campus Patrol	3			1305		1305
8 Counselors	5			2175		2175
9 Diagnostician	1			435		435
10 Speech Therapist	1			435		435
11 Special Education Transition Spec	1			435		435
12 Student Activities Manager	1			434		434
13 Community Liaison/Parent Coordinator	1			434		434
14 Testing and At-Risk Coordinators	3			1305		1305
15 Cafeteria Staff	10			4300		4300
16 Librarian	2			870		870
17 School Nurse	1			434		434
18 Title: Custodians	13			5590		5590
19 Title: Clerks	13			5642		5642
20 Title: Paraprofessional	17			7378		7378
21 Teachers with less than 4 hours of classroom instruction	37			16095		16095
22 Subtotal Employee Costs			157,500	52,500		210,000
Substitute, Extra-Duty, Benefits						
23 6112 Substitute Pay						
24 6119 Professional Staff Extra-Duty Pay						
25 6121 Support Staff Extra-Duty Pay						
26 6140 Employee Benefits						
27 Subtotal Substitute, Extra-Duty, Benefits Costs						
28 Grand Total Payroll Budget (line 22 + line 27)			157,500	52,500		210,000

*Administrative costs can only be taken from Part II funds.