

<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, 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
8 Math teachers	TAKS	50% of students will increase scores compared to that of 2006-2007	\$721
5 Science teachers	TAKS	60% passing rate for all 8 th grade students	\$721
7 Social Studies Teachers	TAKS	80% passing rate for all 8 th grade students	\$721
<ul style="list-style-type: none"> ▪ English ▪ Reading 9 teachers	TAKS	89% passing rate for all 7 th grade writing 50% of students will increase their scores.	\$721
<ul style="list-style-type: none"> ▪ Special Education 5 teachers	TAKS-M TAKS-ALT TAKS-I	60% of students passing TAKS-M, TAKS-I, or TAKS-ALT	\$721
<ul style="list-style-type: none"> ▪ Non-Core 11 Art, Band, Orchestra, Assist Band, Music/Choir, Keyboarding, Speech, Spanish, 3 PE 	Assessment	70% passing in the end of the year assessments	\$118

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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
Content Area Teachers (34) Same as Criteria I	Sign-in sheets Mentoring Log	Teacher has a record of collaboration (90%) with faculty/staff for the creation of grade level lesson plans. Teacher will incorporate/assign projects that tie with non-core subjects (one per semester). Teacher must mentor a student once a week and turn in documentation monthly to appropriate administrator for school year 2007-2008.	\$1000
Non-Core (11) Teachers - Art, Band, Assist Band, Music, Orchestra Keyboarding, Speech, Spanish, 3 PE	Lesson Plans Mentoring Log	Teacher will collaborate and incorporate/assign projects (one per semester) from core subject areas that can be graded across the curriculum.	\$700
The same teachers under Criteria I are listed under Criteria II			

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

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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
6	Office Staff	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$450
3	Paraprofessional	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$450
4	Custodians	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$250
8	Cafeteria Employees	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$150
1	SRO Officer	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$250
1	Campus Patrol	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$350
1	Counselor	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1570
1	Head Custodian	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$250
1	At-Risk Coordinator	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1000
1	Middle School Math Coach	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1570
1	Middle School Literacy Coach	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1570

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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	Middle School Special Education Coach	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1570
1	Speech Therapist	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$700
1	Librarian	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1000
1	Nurse	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$700
1	Diagnostician	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$700
1	Principal	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1470
2	Assistant Principal	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$1470
1	Computer Lab Aide	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$300
1	GEAR UP Positions	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$300

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

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).

Part I Contingency Plan Funds (These funds cannot be used for professional development)

Budgeted funds that are not distributed in Part I will be redistributed equally among the teachers that met criteria 1 and criteria 2.

Contingency Plan for teachers that are filling a vacancy:

- Teachers who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria 1 and 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, will be eligible to receive the incentive.

The following criteria will disqualify teachers from receiving an incentive:

- 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.

Part II Contingency Plan Funds

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.

*Note: absence due to long-term illness or family emergencies will be taken into consideration when determining eligibility.

Contingency Plan for staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet Part II criteria 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 staff who complete the entire school year but transfer or retire at the end of the term, will be eligible to receive the incentive.

The following criteria will disqualify staff from receiving an incentive:

- A staff member who 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.

Clarification

- 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	NONE			
2				
3				
4				
5				
6				
7	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	08/29/07	Yes	47 to 0

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	45		67,510			67,510
Part 2 Additional Incentives						
2 Principal	1			1470		1470
3 Assistant Principals	2			2940		2940
4 Instructional Coaches	3			4710		4710
5 Speech Therapist	1			700		700
6 Librarian	1			1000		1000
7 Nurse	1			700		700
8 Diagnostician	1			700		700
9 Computer Lab Aide	1			300		300
10 Counselor	1			1570		1570
11 Office Staff	6			2700		2700
12 Paraprofessionals	3			1350		1350
13 Custodians	4			1000		1000
14 Cafeteria Employees	8			1200		1200
15 SRO Officer	1			250		250
16 Head Custodian	1			250		250
17 Campus Patrol	1			350		350
Subtotal Employee Costs						
18 At-Risk Coordinator	1			1000		1000
19 GEAR UP Assistant	1			300		300
20						
21						
Subtotal Employee Costs			67,510	22,490		90,000
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						
Subtotal Substitute, Extra-Duty, Benefits Costs						
Grand Total Payroll Budget (line 22 + line 27)			67,510	22,490		90,000

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