

<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
<ul style="list-style-type: none"> ▪ 31 Teachers ▪ Social Studies 4 ▪ Science 6 ▪ English 5 ▪ Math 4 ▪ Busn 1 ▪ HST 11 <p>(see attachment for pairing of elective and TAKS Teachers)</p>	TAKS	<p>Increase number of students attaining commended performance by 1% at each core subject</p> <p>(Teachers will receive incentive based on their assigned subject)</p>	\$300
<ul style="list-style-type: none"> 31 Teachers ▪ Social Studies 4 ▪ Science 6 ▪ English 5 ▪ Math 4 ▪ Busn 1 ▪ HST 11 	TAKS	<p>Increase number of students attaining commended performance by 3% at each core subject</p> <p>(Teachers will receive incentive based on their assigned subject)</p>	\$300
<ul style="list-style-type: none"> 31 Teachers ▪ Social Studies 4 ▪ Science 6 ▪ English 5 ▪ Math 4 ▪ Busn 1 ▪ HST 11 	TAKS	<p>Increase number of students attaining commended performance by 5% at each core subject</p> <p>(Teachers will receive incentive based on their assigned subject)</p>	\$300

TAKS TEACHERS PAIRED WITH NON-TAKS TEACHERS**071-902**

MATH	
Gruters	Puckett
King	Bruton
Solorzano	
Vera	Galvez
ENGLISH	
Valles	Venegas
Davidson	Edwards
Sedano	St. Myers
Zumr	
SCIENCE	
Arteaga	
Bodor	Gomez
Del Hierro	Tapia
Flores	Lane
Pena	
Rosemond	
SOCIAL STUDIES	
Anderson	
Johnston	Wall
Stuart	Jabalie
Wnowroski	Brewer

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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
<p>31 Teachers</p> <ul style="list-style-type: none"> ▪ Social Studies 4 ▪ Science 6 ▪ English 5 ▪ Math 4 ▪ Busn 1 ▪ HST 11 <p>(same teachers as page 9)</p>	<p>Sign In Logs Meeting Minutes</p>	<p>Teacher attendance at campus academic meetings and professional development training was equal or greater than 90%</p>	<p>\$910</p>
		<p>Teachers must meet criteria I and II to obtain the incentive.</p>	

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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.

<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 90% and a satisfactory performance evaluation	\$443
1	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$443
3	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$443
1	Attendance Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$443
1	Computer Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$443
1	Campus Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$443
1	Bookroom Clerk	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$443
1	Campus Patrol	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$443
1	Secretary	Employee record of attendance was equal to or greater than 90% and a satisfactory performance evaluation	\$443
1	Coordinator (Runs the campus under the leadership of the Principal)	Increase number of students attaining commended performance by 1% at any core subject Increase number of students attaining commended performance by 3% at any core subject Increase number of students attaining commended performance by 5% at any core	\$500

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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 Principal	Increase number of students attaining commended performance by 1% at any core subject	\$500
		Increase number of students attaining commended performance by 3% at any core subject	\$500
		Increase number of students attaining commended performance by 5% at any core subject	\$500
2	Counselors	Employee record of attendance was equal to or greater than 90%	\$750
		Meets standards on performance evaluation	\$750
1	Librarian	Employee record of attendance was equal to or greater than 90%	\$750
		Meets standards on performance evaluation	\$750
1	Principal	Increase number of students attaining commended performance by 1% at any core subject	\$500
		Increase number of students attaining commended performance by 3% at any core subject	\$500
		Increase number of students attaining commended performance by 5% at any core subject	\$500

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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, provided they meet criteria one and two.

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.

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, provided they meet performance levels.

The following criteria will disqualify staff from receiving an incentive:

- 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 teaching assignment 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.

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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	Meeting to discuss grant and set criterion	08/28/07	Y	7 to 0
2	Meeting to discuss faculty response and finalize grant	08/29/07	Y	32 to 0
3	Meeting to discuss changes and resubmit	12/20/07	Y	7 to 0
4	Meeting to discuss changes and resubmit	1/9/08	Y	7 to 0
5				
6				
7	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	1/09/08	Y	7 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	32		56,250			56,250
Part 2 Additional Incentives						
2 Principals	1			1,500		1,500
3 Assistant Principals	1			1,500		1,500
4 Coordinator	1			1,500		1,500
5 Teacher Supervisor						
6 Secretary/Administrative Assistant	1			886		886
7 Data Entry Clerk						
8 Grant Accountant/Bookkeeper						
9 Evaluator/Evaluation Specialist						
10 Counselor	2			3,000		3,000
11 Campus Patrol	1			886		886
12 Child Care Provider						
13 Community Liaison/Parent Coordinator						
14 Bus Driver						
15 Cafeteria Staff						
16 Librarian	1			1,500		1,500
17 School Nurse						
18 Title: Custodians	5			4,430		4,430
19 Title: Clerks	4			3,548		3,548
20 Title: Paraprofessional						
21 Title: Playground Monitor						
22	Subtotal Employee Costs		56,250	18,750		75,000
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)		56,250	18,750		75,000

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