

For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Year 2008-2009 through 2009-2010	<u>Canyon Hills Middle</u> Campus Name <u>071902</u> County District No. _____ Amendment No
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**Texas Educator Excellence Grant, Cycle 3
 Schedule #4—Program Requirements**

Part 1: Grant Program Information

Summary of Program

Purpose and Goals

The purpose of the TEEG, Cycle 3 is to achieve higher levels of student academic performance. The goals of the program are to create a financial incentive system for educators and increase student academic achievement.

Allowable Activities

Part I Funds (Teacher Incentives)

Funds under Part I (no less than 75 percent of the total grant allocation) may be spent as follows:

Teacher Incentives

1. Incentives awarded under this part may be used only for classroom teachers.
2. To the extent practicable, incentives should not be less than \$3,000 or greater than \$10,000 per teacher, unless otherwise justified.
3. **Incentives must only be awarded to teachers that meet Part I criteria one *and* two.**
4. Incentives may be awarded to teachers that, in addition to meeting program criteria one and two, also meet program criteria three and/or four.
5. Incentives under this part must be distributed to teachers no later than October 15, 2009, however based on the data sources/measures used an extension can be requested and approved on a case by case basis.

Part II Funds (Additional Incentives)

Funds under Part II (no more than 25 percent of the total grant allocation) may be used to grant incentives not funded through local, state, or federal funds. Part II funds can be used for:

Additional Campus Faculty and Staff

1. Incentive payments to campus faculty and staff other than classroom teachers (i.e., principals, assistant principals, teachers not eligible for incentives under classroom teacher definitions including counselors, speech therapists, instructional coaches, teacher's aides, nurses, librarians, members of the custodial staff), and other campus employees who have contributed to improved student achievement. *Note: Additional incentives may not be spent on employees whose primary responsibility is athletic activity supervision or superintendents.*

Classroom Teachers

1. Incentive payments to classroom teachers using the criteria and performance levels established under Part I.

Other Campuses

1. Eligible campuses may choose to extend funding to feeder campuses not assigned accountability ratings (i.e. a K-2 campus).

Professional Development

1. Professional development for classroom teachers that did not qualify for an award under Part I of the campus incentive plan.
2. Reimbursement of funds for professional development activities that improve classroom instruction and student achievement.

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Texas Educator Excellence Grant, Cycle 3

Schedule #4—Program Requirements

Part 1: Grant Program Information (continued)

Summary of Program

Allowable Activities

Signing Bonuses

1. Signing bonuses for classroom teachers new to the campus assigned to teach in subject areas designated by the Commissioner and/or the local school district as high-need.

Mentoring Programs

1. Teacher mentoring programs approved by the Commissioner (Appendix E: Approved Beginning Teacher Induction and Mentoring Program Providers).
2. Mentor teachers on the same campus, and if possible, teaching in the same subject matter, who:
 - have three or more years of teaching experience;
 - have demonstrated a proven record of engaging students and improving student performance; and
 - are trained in mentor programs approved by the Commissioner and the local school district.

New Teacher Induction Programs

1. Activities that support new teacher induction programs.

Common Planning Time and Curriculum Development

1. Activities that support common planning time and curriculum development.

Teacher Stipends

1. Stipends to teachers that:
 - participate in after-school or Saturday programs;
 - are certified in the main subject area in which they teach; and/or
 - hold certain postgraduate degrees (excluding education administration, mid-management, and superintendency certifications).

Other Programs

1. Other programs that contribute directly to improved student achievement.
2. Other programs designed to recruit and retain highly effective teachers.

Other Activities

1. Other activities that create and/or further the goals of incentive systems designed to improve student achievement including extending incentive program.

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Texas Educator Excellence Grant, Cycle 3

Schedule #4B—Program Description: Part I Campus Incentive Plan

<p>Criterion 1: Teacher has a record of improving student performance using objective, quantifiable measures. Required. (Minimum of 75 percent of total grant allocation).</p>	<p>Acceptable Data Sources/Measures: TAKS, ITBS/Logramos, Aprenda, Advanced Placement assessments, Student Portfolios, Local Benchmark Assessments, summative assessments, End-of-Year Assessments, Value Added Assessments, Others possible</p> <p>Unacceptable Data Sources/Measures: SDAA, SDAAII, TPRI, PDAS ratings, Teacher Attendance, Campus Ratings (i.e., AYP ratings, AEIS ratings, etc.), Student Attendance, Others possible</p>
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This page may be duplicated as many times as needed to provide all information required for Criterion 1.

Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s) <i>Be Sure to: Review each measure against Appendix D, and include: frequency (bi-weekly, monthly, etc.) and duration (i.e., each semester, annually, etc.)</i>	Incentive Amount	Includes Fringe Benefits
Grade: 6-8 Subject/Function: Math (15) English (20) Social Studies (6) Science (7)	TAKS	Student passing rates in each core subject will exceed the campus average pass rate by 1% at the end of school year 2008-2009. Incentives based on subject level teams.	\$400	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Grade: 6-8 Subject/Function: Special Education (5)	TAKS ALT TAKS M TAKS	50% or more of students met all ARD recommended levels on test at the end of school year 2008-2009.	\$400	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Grade: 6-8 Subject/Function: Non Core (13) Art 2, Band, Orchestra, Music, Keyboarding, Spanish, 5 PE, Career Investigation	Local Assessments	75% of students show growth between approved departmental pre-tests and post-tests in Fine Arts/elective courses, and in Fitness Testing (PE courses) by subject.	\$100	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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Texas Educator Excellence Grant, Cycle 3

Schedule #4B—Program Description: Part I Campus Incentive Plan

<p>Criterion 2: Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement. Required. (Minimum of 75 percent of total grant allocation).</p>	<p>Acceptable Measures: Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; teacher attendance (at academic 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: PDAS ratings; Student tutoring; PTA Meetings; student performance measures; teacher daily attendance (to school); student attendance; individual planning time; participation in extracurricular activities not related to improved academic performance; Other possible</p>
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This page may be duplicated as many times as needed to provide all information required for Criterion 2.

Teacher Type(s)	Data Source(s)/ Measure(s)	Performance Level(s) <i>Be Sure to: Review each measure against Appendix D, and include: frequency (bi-weekly, monthly, etc.) and duration (i.e., each semester, annually, etc.)</i>	Incentive Amount	Includes Fringe Benefits
X All 53 Teachers identified under Criterion 1	Horizontal and vertical sign in sheets and meeting minutes	Core teachers will attend a minimum of 15 campus based professional development or instructional / curricular planning meetings by the end of school year 2009.	\$200	X Yes <input type="checkbox"/> No
X All 53 Teachers identified under Criterion 1	Sign in Sheets	Core Teachers must attend campus academic meetings 80% or greater attendance by the end of school year 2009.	\$1050	X Yes <input type="checkbox"/> No
X All 13 non core Teachers identified under Criterion 1	Horizontal and vertical sign in sheets and meeting minutes	Non Core teachers will attend a minimum of 15 hours of staff development by the end of school year 2009.	\$200	X Yes <input type="checkbox"/> No
X All 13 non core Teachers identified under Criterion 1	Sign in Sheets	Non core teacher attendance at campus academic meetings must be 80% or greater by the end of school year 2009.	\$1050	X Yes <input type="checkbox"/> No

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Texas Educator Excellence Grant, Cycle 3

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

<p>Part II Additional Incentives to Campus Faculty and Staff <i>(Maximum 25 percent of total grant allocation).</i></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 contributed to increased student achievement, funding may not be used for athletics.</p>
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Acceptable Measures: Participation in campus-based professional development or instructional/curricular planning; team teaching and classroom observation activities; attendance (at academic activities, excluding faculty meetings); mentoring, induction, or coaching; collaboration with other campus staff; participation in student tutoring or after-school programs focused on student learning; participation in parent involvement programs; district leadership of planning activities involving curriculum or instructional programs; others measures that demonstrate improved student achievement; job-performance related evaluation ratings for non-teaching and non-administrative staff which exceed Satisfactory; others possible

- Unacceptable Measures:**
- Job-performance related evaluation ratings and daily attendance to school for teachers and administrative staff;
 - attendance at PTA and faculty meetings;
 - campus-wide ratings (for staff other than campus administration);
 - individual planning time;
 - participation in extracurricular activities not related to improved academic performance;
 - student attendance (for staff other than campus administration); and
 - others possible.

This page may be duplicated as many times as needed to provide all information required for Part II Incentives.

Number of Positions	Actual Staff Position(s) <small>(do not include individual names, list position type/title – do not group by paraprofessional or office staff)</small>	Performance Level(s)	Maximum Incentive Amount	Includes Fringe Benefits
1	Principal	Student passing rates in math, reading, science and writing will exceed the current campus average at the end of school year 2009.	\$510	X Yes <input type="checkbox"/> No
3	Assistant Principals	Student passing rates in math, reading, science and writing exceed the current campus average at the end of school year 2009.	\$515	X Yes <input type="checkbox"/> No
2	Counselors	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$517	X Yes <input type="checkbox"/> No
1	At-Risk Coordinator	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$518	X Yes <input type="checkbox"/> No
1	Diagnostician	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	X Yes <input type="checkbox"/> No

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

Number of Positions	Actual Staff Position(s) (do not include individual names, list position type/title – do not group by paraprofessional or office staff)	Performance Level(s)	Maximum Incentive Amount	Includes Fringe Benefits
1	Librarian	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Nurse	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Special Education Coach	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Middle Bilingual Literacy	Student passing rates in reading and writing exceed the current campus average at the end of school year 2009.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Middle Math Coach	Student passing rates in math exceed the current campus average at the end of school year 2009.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Speech Pathologist	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Testing Coordinator	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Parent Liaison	Employee will attend professional development, consultation, collaboration and teaming 90% or greater for the school year 2008-2009	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10	Paraprofessionals	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Secretary to Principal	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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

Number of Positions	Actual Staff Position(s) (do not include individual names, list position type/title – do not group by paraprofessional or office staff)	Performance Level(s)	Maximum Incentive Amount	Includes Fringe Benefits
1	Campus Liaison	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Computer Clerk	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Head Custodian	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Assistant Head Custodian	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
4	Custodians	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Cafeteria Manager	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Cook	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
7	Food Service Specialist	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Registrar	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No
1	Tutoring Program Director	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	X Yes <input type="checkbox"/> No

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

2	Campus Patrol	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1	Campus Police	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5	Clerical Staff	Employee record of attendance was equal or greater than 90% and job performance related evaluation ratings exceed Satisfactory.	\$519	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No
				<input type="checkbox"/> Yes <input type="checkbox"/> No

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Texas Educator Excellence Grant, Cycle 3

Schedule #5– Program Budget Summary

Program Authority: House Bill 1, General Appropriations Act, Article III of the 80 th Legislature, 2007, Rider 72	Fund Code 429
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Project Period: October 1, 2008, through February 28, 2010

Class/Object Code and Description			Program Costs		Admin Costs (*Max 5% deducted from Part II Funds)	Total Budget
			Part I (Min 75%)	Part II (Max 25%)		
Payroll Costs	5B	6100	105,000	28,000	6,850	139,850
Professional and Contracted Services	5C	6200				NA
Supplies and Materials	5D	6300			50	50
Other Operating Costs	5E	6400			100	100
Debt Service	5F	6500				
Capital Outlay (Exclusive of 6619 and 6629)	5G	6600/ 15XX*				
Building Purchase, Construction, or Improvements	5H	6629				
	Total Direct Costs:					
	% Indirect Costs					
Total Budgeted Costs:			105,000	28,000	7,000	140,000

Administrative Cost Calculation (*Must be deducted from Part II Funds)

Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs	140,000
Multiply by 0.05 (5% maximum limit) or a lesser amount	X .05
Enter Amount Allowable for Administrative Costs	7,000
Part 1 Calculation (Min 75%): The amount above under Part 1 cannot be less than the amount listed here.	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x .75 =	105,000
Part 2 Calculation (25%) or (up to 20%) if maximum administrative costs are taken:	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x .25 or .20 =	35,000

*15XX is used only by non-profit open enrollment charter schools.

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Texas Educator Excellence Grant, Cycle 3

Schedule #5B—Payroll Costs (6100)

Budgeted Costs

Employee Position Titles	#Full-Time Effort	#Part-Time Effort	Program Costs		Admin Costs (*Part II Only)	Total Budget
			Part I (Min 75%)	Part II (*Max 25%)		
Part I Incentive Payments						
1 Classroom Teachers	66		105,000			105,000
Part II Additional Incentives						
2 Principals	1			510		510
3 Assistant Principals	3			1,545		1,545
4 Counselor	2			1,034		1,034
5 At-Risk Coordinator	1			518		518
6 Diagnostician	1			519		519
7 Librarian	1			519		519
8 Nurse	1			519		519
9 Special Ed Coach	1			519		519
10 Middle Bilingual Literacy	1			519		519
11 Math Coach	1			519		519
12 Speech Pathologist	1			519		519
13 Testing Coordinator	1			519		519
14 Parent Liaison	1			519		519
15 Paraprofessionals	10			5,190		5,190
16 Secretary / Clerks / Registrar	9			4,671		4,671
17 Head Custodian, Assistant and Custodians	6			3,114		3,114
18 Cafeteria Staff	9			4,671		4,671
19 Tutoring Program Director	1			519		519
20 Campus Patrol / Police Officer	3			1,557		1,557
Other Employee Positions						
21 Program Assistant					6,350	6,350
22	Subtotal Employee Costs		105,000	28,000	6,350	139,350
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**			500	500
27	6400	In City Travel			100	100
28	6399	Supplies			50	50
29	Subtotal Substitute, Extra-Duty, Benefits Costs		-0-	-0-	650	650
	Grand Total Payroll Budget (line 22 + line 27)		105,000	28,000	7,000	140,000

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

**Indicate the benefit amounts to be charged to the grant.

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Texas Educator Excellence Grant, Cycle 3

Program Budget

Schedule #5D - Supplies and Materials (6300)

Budgeted Costs

Class/Object Code and Description		Program Costs		Admin Costs (*Part II Only)	Total Budget
		Part I (Min 75%)	Part II (*Max 25%)		
6300	Supplies and Materials				
6310	Maintenance and/or Operations Supplies and Materials				
6320	Textbooks and Other Reading Materials (6321/6329)				
6339	Testing Materials				
6340	District Food Service (6341/Food, 6342/Non-Food, 6349/Supplies)				
6400	In-City Travel			100	100
6399	General Supplies and Materials			50	50
Subtotal					
Program Supplies and Materials:				150	150
6399	Hardware and Equipment Not Capitalized				
Computer Hardware Not Capitalized					
#	Type	Purpose	Quantity		
1					
2					
3					
4					
5					
6					
7					
8					
Other Equipment Not Capitalized					
#	Type	Purpose	Quantity		
1					
2					
3					
4					
5					
Subtotal					
Hardware and Equipment Not Capitalized:					
Grand Total					
Supplies and Materials Budget:				-0-	150

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Texas Educator Excellence Grant, Cycle 3

Schedule #4B-Program Description: Additional Program Requirements

Part I: 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.)

1. Part I funds not awarded will be redistributed equally among all Part I teachers that met the required plan criteria (at a minimum met criteria #1 and #2) until all remaining funds are distributed.

2. Part I funds not awarded will be redistributed using the below procedure among the following Part I teachers that met the required plan criteria (at a minimum met criteria #1 and #2), until all remaining funds are distributed.

List/define eligible Part I teachers (do not use individual names):

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Distribution Procedure (Specify amount, teacher and specify criteria):

Explain the criteria necessary to qualify for redistributed funds (include any language that excludes teachers from receipt of redistributed funds, i.e., teacher retires, transfers to another campus during the grant year, and/or does not return to the campus the year following the grant award and include any language that "caps" or limits the amount to be redistributed):

Contingency Plan for qualified teachers:

- Budgeted funds that are not distributed in Part I will be redistributed equally among the teachers that meet both criteria 1 and criteria 2. The maximum cap, in the event of a re-distribution, is twice the amount of the maximum award established per teacher.
- 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 grant application; however, they will receive a pro-rated incentive based on the number of days they were on duty at the campus. They must remain on site until the last day of school year 2009.
- All teachers who complete the entire school year but transfer, retire or leave the campus at the end of the term, will be eligible to receive the incentive.

The following criteria will disqualify teachers from receiving an incentive:

- Teachers will not qualify if they are added as additional staff since they were not included in the original proposal.
- Teachers who leave their teaching assignment for any reason (i.e. resign, transfer (voluntary or involuntary), etc.) prior to the end of the 2008-2009 school term, irregardless of how many prior years they are at the campus.
- Teachers with any disciplinary actions and who are removed from the campus for 30 calendar days or more have not contributed 100% to student achievement for the entire school year of 2008-2009 and will be disqualified.

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Texas Educator Excellence Grant, Cycle 3

Schedule #4B-Program Description: Additional Program Requirements

Part II: 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 II Contingency Plan Funds (These funds cannot be used for incentives to staff that did not qualify for awards under either Part I and/or Part II criteria.)

1. Part II funds not awarded will be redistributed equally among all Part II staff that met the required plan criteria until all remaining funds are distributed.

2. Part II funds not awarded will be redistributed using the below procedure among the following Part I and/or Part II staff that met the required plan criteria, until all remaining funds are distributed. Also be sure to indicate if any funds will be used for other allowable Part II activities (i.e., professional development).

List/define eligible campus staff or the allowable Part I and/or Part II Activity (do not list individual names).

- 1.
- 2.
- 3.
- 4.
- 5.

Distribution Procedure (Specify amount, staff person and specify criteria):

Explain the criteria necessary to qualify for redistributed funds (include any language that excludes campus staff from receipt of redistributed funds, i.e., campus staff person retires, transfers to another campus during the grant year, and/or does not return to the campus the year following the grant award and include any language that "caps" or limits the amount to be redistributed):

Contingency Plan for administration and support staff:

- 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. The maximum cap, in the event of a re-distribution, is twice the amount of the maximum award established per person.
- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet the criteria as specified in Part II; however, they will receive a pro-rated incentive based on the number of days they were on duty. They must remain on campus until the last day of the school year 2009.
- All staff who complete the entire school year and meet the specified criteria but transfer, retire or leave the campus at the end of the school year, will be eligible to receive the incentive.

The following criteria will disqualify administration and staff from receiving an incentive:

- Staff will not qualify if they are added as additional personnel since they were not included in the original proposal.
- Staff who leave their position for any reason (i.e. resign, transfer (voluntary or involuntary), etc.) at the campus prior to the end of the entire 2008-2009 school term, irregardless of the amount of prior years they are at the campus.

Clarification

- Exemption to the attendance is due to major medical reasons (i.e. cancer, workman's comp injury, pregnancy)
- Satisfactory evaluation means all indicators were met. If any performance indicator falls below expectations, this disqualifies staff under Part II.