

<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>
--	--	--

**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>
--	--

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

Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
<ul style="list-style-type: none"> ▪ Math (16) ▪ English (14) ▪ Social Studies (13) ▪ Science (12) 	TAKS	Students pass rates will exceed the campus average pass rate by 1%	\$1,000
<ul style="list-style-type: none"> ▪ Special Education (6) 	TAKS-M	Students will meet the minimum expectations as set by TEA.	\$1,000
<ul style="list-style-type: none"> ▪ Elective (29) 	Local Benchmarks	Student passing rates in all core areas will exceed the current campus average.	\$1,000
<ul style="list-style-type: none"> ▪ Health / PE (8) (Teachers with over 4 hours instruction) 	Local Benchmarks	Student passing rates in all core areas will exceed the current campus average.	\$1,000
<ul style="list-style-type: none"> ▪ ESOL (3) 	Local Benchmarks	Student passing rates in all core areas will exceed the current campus average.	\$1,000

<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>
--	--	--

**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 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>
---	--

Teacher Type	Data Sources and Measures	Performance Levels	Incentive Amount
101 Teachers	Campus Academic Meetings	Teacher attendance at campus academic meetings was equal or greater than 80%	\$171
101 Teachers	Attendance	Teacher attendance was equal to or greater than 90% from 8/22/2007 – 6/6/2008	\$300
Same 101 teachers under Criterion I			

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ 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>
<p>Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2 Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan</p>		

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>
---	---

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	\$428
1	Cafeteria Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
2	Military and Campus Liaison Clerks	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
1	Cook	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
1	Computer Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
5	Counselor	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$1,000
13	Custodians	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$425
1	Literacy Coach	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$1,000
1	Math Coach	Student passing rates in math exceed the current campus average and a satisfactory performance evaluation	\$1,000
1	English / Math Program Asst	Student passing rates in reading and writing exceed the current campus average and a satisfactory performance evaluation	\$1,000
1	Nutrition Clerk	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$429

<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>
<p>Governor's Educator Excellence Award Program – Texas Educator Excellence Grant, Cycle 2</p> <p>Schedule #4B–Program Description: Part I and Part II Campus Incentive Plan</p>		

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>
---	---

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	Head Custodian	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$428
1	Librarian	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$1,000
1	Assistant Librarian	Employee record of attendance was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$1,000
1	Nurse	Employee record of attendance/participation was equal to or greater than 80% in (1) professional development, (2) consultation, collaboration and teaming, and (3) program management and operation and a satisfactory performance evaluation	\$430
16	Paraprofessionals	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
3	Campus Patrol	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
1	Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1,000
1	Secretary to Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
4	Assistant Principal	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1,000

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ 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>
---	--	--

**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.

<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>
---	---

Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
---------------------	--	--------------------	--------------------------

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ 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>
---	--	--

**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.

<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>
---	---

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	TAKS Coordinator	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1000
2	At Risk Coordinators	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1,000
1	Diagnostician	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1,000
10	Food Service Staff	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$427
15	Clerical Support	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
1	Speech Therapist (50%)	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430

<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>
--	--	--

**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.

<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>
---	---

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	Social Worker	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430
1	Special Education Coach	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$1,000
1	Student Activities Manager	Employee record of attendance was equal to or greater than 80% and a satisfactory performance evaluation	\$430

<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>
--	--	--

**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.

Contingency Plan for administration and support staff that are filling a vacancy:

- Staff who are filling vacancies of previous allotted positions qualify to receive an incentive if they meet criteria as specified in Plan 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, will be eligible to receive the incentive.

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 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.

<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>
--	--	--

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	8/22/2007	N	N/A
2	Common Planning meeting	8/30/2007	Y	12 to 0
3	CILT Committee Meeting	8/30/2007	Y	12 to 0
4	CIT Meeting	8/31/2007	Y	12 to 0
5	Common Planning Meeting	8/31/2007	Y	12 to 0
6	Clerical and Custodial Meeting	8/31/2007	Y	32 to 0
7	The Campus-level decision-making committee voted to approve the Campus Incentive Plan.	9/5/2007	Y	69 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.	09/25/07	Y	5 to 0
5				

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ 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>
---	--	--

**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	83		150,000			200,000
Part 2 Additional Incentives						
2 Principals	1			1000		1000
3 Assistant Principals	4			4000		4000
4 Counselors	5			5000		5000
5 Coaches and Leaders	4			4000		4000
6 Secretary/Administrative Assistants	16			6880		6880
7 Computer Clerk	1			430		430
8 Librarian and Asst Librarian	2			2000		2000
9 Custodians	13			5525		5525
10 Cook	1			430		430
11 Social Worker	1			430		430
12 Speech Therapist	1			430		430
13 Cafeteria Manager	1			430		430
14 Food Service Staff	10			4270		4270
15 Head and Assistant Custodian	2			856		856
16 Nutrition Clerk	1			429		429
17 School Nurse	1			430		430
18 Paraprofessionals	18			7740		7740
19 Campus Patrol	3			1290		1290
20 Diagnostician	1			1000		1000
21 TAKS and At Risk Coordinators	3			3000		3000
22 Student Activities manager	1			430		430
22	Subtotal Employee Costs		150,000	50,000		200,000
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)		150,000	50,000		200,000

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