

**Lasara ISD  
TEEG and DATE Incentive Plan  
2008/2009**

**Tier 1:**

- A. Teachers with TAKS responsibilities will receive no more than \$2,385.00 each. (not including monies re-distributed on Tier I Amendments)
  - a. \$30,500.00 from TEEG will be divided among 12 Elementary teachers and 1 Special Education teacher with the implementation of two Criterion and specified Performance Levels.
  - b. \$9,540.00 from DATE will be divided among 4 High School teachers with the implementation of two Criterion and specified Performance Levels.

The teachers eligible are as follows:

Elementary Reading	3
Elementary Math	4
Elementary Science	2
Elementary Writing	2
Elementary Social Studies	1
High School Reading	1
High School Math	1
High School Science	1
High School Social Studies	1
Special Education	1

- B. Teachers with other testing responsibilities will receive no more than \$1,593.00 each.
  - a. \$7,000.00 from TEEG and \$4,011 from DATE will be divided among 7 teachers with the implementation of two Criterion and specified Performance Levels.

The teachers eligible are as follows:

Kindergarten	2
1 <sup>st</sup> Grade	3
2 <sup>nd</sup> Grade	2

**Criterion I:** Teacher has a record of improving student performance using objective, quantifiable measures.

<b>Teacher Type</b>	<b>Data Source</b>	<b>Performance Level</b>	<b>Award Amount</b>
Special Education	Specified TAKS-A	Level 1: 90-100% pass rates *, **  Level 2: 80-89% pass rates *, **  Level 3: 70-79% pass rates *, **	Level1: \$1,346.15  Level 2: \$800.00  Level 3: \$600.00
3 <sup>rd</sup> - 8 <sup>th</sup> Grade	Reading, Writing, Math, Science, and Social Studies TAKS	Level 1: 90-100% pass rates *, **  Level 2: 80-89% pass rates *, **  Level 3: 70-79% pass rates *, **	Level1: \$1,346.15  Level 2: \$800.00  Level 3: \$600.00
High School	Reading, Writing, Math, Science, and Social Studies TAKS	Level 1: 90-100% pass rates *,**  Level 2: 80-89% pass rates *,**  Level 3: 70-79% pass rates *,**	Level 1: \$1,385.00  Level 2: \$800.00  Level 3:\$600.00
Kindergarten-2 <sup>nd</sup> Grade	TPRI BOY to EOY	Level 1: 90-100% improvement rate from Frustrational-Developed ****  Level 2: 80-89% improvement rate from Frustrational-Developed ****  Level 3: 70-79% improvement rate from Frustrational-Developed ****	Level 1: \$920.00  Level 2: \$620.00  Level 3: \$320.00

\* For Criterion I, teachers will receive incentives for the TAKS subject they are held accountable for. If a teacher is held accountable for more than one TAKS subject he/she will receive incentive pay for the highest scoring TAKS subject taught by him/her.

\*\* The performance level for TAKS tests will be based on the average of each subject score.

\*\*\* The performance level for Pre-Kindergarten Circle improvement rate will be based on the average of the whole Pre-Kindergarten.

\*\*\*\* The performance level for the Kindergarten – 2<sup>nd</sup> Grade TPRI improvement rate will be based on the average for each grade level taught Kindergarten – 2<sup>nd</sup> Grade.

**Criterion II:** Teacher has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement.

Kinder-2 <sup>nd</sup> Grade	Online Lesson Plan Sharing	100% of lessons shared online and are accessible to all staff. *	\$773.00
3 <sup>rd</sup> -8 <sup>th</sup> Grade Special Education	Online Lesson Plan Sharing	100% of lessons shared online and are accessible to all staff. *	\$1,000.00
High School	Online Lesson Plan Sharing	100% of lesson shared online and are accessible to all staff. *	\$ 1,000.00

\* All lessons for subject area must be shared with at least one other member of the campus that teaches in the same subject field, the other teacher can be from a different grade level.

**Tier 1 Amendments:**

1. Should a teacher not meet the criteria set forth, or any monies be left over, those monies will be evenly distributed among the Tier I teachers who met the criteria set forth.
2. Should a teacher be reassigned and due to reassignment not meet the criteria set forth under Tier I, any monies set aside for that teacher will be evenly redistributed among the Tier I teachers who met the criteria set forth under Tier I.
3. Should a teacher be reassigned from Tier I and due to reassignment not meet the criteria set forth under Tier I, they will receive monies under the new assignment area and Tier that they are eligible for, the monies in that reassignment will be evenly redistributed among those eligible under that Tier and assignment.
4. Should a teacher not complete a full academic school year, that teacher will not be eligible to receive incentive monies.
5. Lessons should be available by the end of each six week period.

**Tier 2:**

**A.** Support Staff which aids in TAKS and other accountable testing (as specified in Tier1) assistance will receive no more than \$1,000.00 each. (not including monies re-distributed on Tier 2 Amendments)

- a. \$10,000.00 from TEEG will be divided among 10 Support Staff members with the implementation of Criterion and specified Performance Levels.

The members eligible are as follows:

2	Pre-Kindergarten
1	Spanish Teacher
1	Counselor
1	Band/Music
3	P.E.
1	Reading Specialist
1	Librarian

**Criterion I:** Staff member has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement through volunteer efforts at Instructional Parental meetings, and assistance with extra-curricular activities outside of school work hours.

Teacher Type	Data Source	Performance Level	Award Amount
Support Staff	Sign in Log	Level 1: Member has assisted in an average of 10 hrs. per semester	Level 1: \$1,000.00
		Level 2: Member has assisted in an average of 8 hrs. per semester	Level 2: \$500.00
		Level 3: Member has assisted in an average of 6 hours. per semester	Level 3: \$250.00

**Tier 2 Amendments:**

- 6. Should a teacher not meet the criteria set forth or any monies be left over, those monies will be evenly distributed among the Tier 2 teachers who met the criteria set forth.
- 7. Should a teacher be reassigned and due to reassignment not meet the criteria set forth under Tier 2, any monies set aside for that teacher will be evenly redistributed among the Tier I teachers who met the criteria set forth under Tier 2.
- 8. Should a teacher be reassigned from Tier I and due to reassignment not meet the criteria set forth under Tier 2, will receive monies under the new assignment area and Tier that they are eligible for, the monies in that reassignment will be evenly redistributed among those eligible under that Tier and assignment.

9. Should a teacher not complete a full academic school year, that teacher will not be eligible to receive incentive monies.
- B. Paraprofessionals and other staff which assist in educational activities and act as assistive resources for the campus will receive no more than \$456 each.
- a. \$2,500 from TEEG and \$4,352 from DATE will be divided among 15 Support Staff members with the implementation of Criterion as specified.

The members eligible are as follows:

10	Paraprofessional
1	Receptionist
1	Principal Secretary
1	Technology
1	Migrant Recruiter
1	Nurse

**Criterion I:** Staff member has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement through volunteer efforts at Instructional Parental meetings, and assistance with extra-curricular activities outside of school work hours.

Member Type	Data Source	Performance Level	Award Amount
Paraprofessional Office Staff	Sign in Log	<p>Level 1: Annual performance evaluation above satisfactory and attendance at 100% for level 1; 95% for level 2; and 90% for level 3.</p> <p>Level 2: Annual performance evaluation above satisfactory and attendance at 100% for level 1; 95% for level 2; and 90% for level 3.</p> <p>Level 3: Annual performance evaluation above satisfactory and attendance at 100% for level 1; 95% for level 2; and 90% for level 3.</p>	<p>Level 1: \$456</p> <p>Level 2: \$356</p> <p>Level 3: \$256</p>

**Tier 2 Amendments:**

10. Should a paraprofessional or other staff member not meet the criteria set forth, or any monies be left over, those monies will be evenly distributed among the paraprofessionals or other staff member who met the criteria set forth.

11. Should a paraprofessional or other staff member be reassigned and due to reassignment not meet the criteria set forth under Tier 2, any monies set aside for that paraprofessional or other staff member will be evenly redistributed among the paraprofessional or other staff members who met the criteria set forth under Tier 2.
12. Should a paraprofessional or other staff member be reassigned from Tier I and due to reassignment not meet the criteria set forth under Tier 2, they will receive monies under the new assignment area and Tier that they are eligible for, the monies in that reassignment will be evenly redistributed among those eligible under that Tier and assignment.
13. Should a paraprofessional or other staff member not complete a full academic school year, that staff member will not be eligible to receive incentive monies.

**C. Custodians, maintenance, and cafeteria staff which assist in educational activities and act as assistive resources for the campus will receive no more than \$334 each.**

- a. \$4,676.00 from DATE will be divided among 14 Support Staff members with the implementation of Criterion as specified.

The members eligible are as follows:

3	Cook
1	Cook Manager
9	Maintenance
1	Maintenance Supervisor

**Criterion I:** Staff member has a record of collaboration with faculty and staff that contributes to improving overall campus student achievement through volunteer efforts at Instructional Parental meetings, and assistance with extra-curricular activities outside of school work hours.

Member Type	Data Source	Performance Level	Award Amount
Cook	Sign in Log	Level 1: Annual performance evaluation above satisfactory and attendance at 100% for level 1; 95% for level 2; and 90% for level 3.	Level 1: \$334
Cook Manager		Level 2: Annual performance evaluation above satisfactory and attendance at 100% for level 1; 95% for level 2; and 90% for level 3.	Level 2: \$234
Maintenance		Level 3: Annual performance evaluation above satisfactory and attendance at 100% for level 1; 95% for level 2; and 90% for level 3.	Level 3: \$134
Maintenance Supervisor			

**Tier 2 Amendments:**

14. Should custodian, maintenance, and cafeteria staff not meet the criteria set forth, or any monies be left over, those monies will be evenly distributed among custodian, maintenance, and cafeteria staff who met the criteria set forth.
15. Should custodian, maintenance, and cafeteria staff be reassigned and due to reassignment not meet the criteria set forth under Tier 2, any monies set aside for that custodian, maintenance, and cafeteria staff will be evenly redistributed among the custodians, maintenance, and cafeteria staff who met the criteria set forth under Tier 2.
16. Should custodian, maintenance, and cafeteria staff be reassigned from Tier I and due to reassignment not meet the criteria set forth under Tier 2, they will receive monies under the new assignment area and Tier that they are eligible for, the monies in that reassignment will be evenly redistributed among those eligible under that Tier and assignment.
17. Should custodian, maintenance, and cafeteria staff not complete a full academic school year, that staff member will not be eligible to receive incentive monies.