

BOARD OF TRUSTEES  
AGENDA

<input type="checkbox"/> Workshop	<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Special
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(A)  Report Only  Recognition

Presenter(s):

Briefly describe the subject of the report or recognition presentation.

(B)  Action Item

Presenter(s): GILBERTO GONZALEZ, SUPERINTENDENT  
 SAMUEL MIJARES, DEPUTY SUPERINTENDENT FOR CURR. AND INST.

Briefly describe the action required.

CONSIDERATION AND POSSIBLE ACTION TO APPROVE AN UPDATED RESOLUTION REGARDING THE TEACHER OF THE MONTH AND TEACHER OF THE YEAR AWARD PROGRAM.

(C) Funding source: Identify the source of funds if any are required.

199 M&O FUNDS

(D) Clarification: Explain any question or issues that might be raised regarding this item.

SEE ATTACHED INFORMATION.

## RESOLUTION

WHEREAS, the Eagle Pass Independent School District (“EPISD”) has identified one or more individuals as “teacher of the year” and one or more individuals as “teachers of the month,” which is an honor within the community of Eagle Pass, as well as in the District; and

WHEREAS, EPISD is located in a rural area and has experienced a large turnover with its certified teachers in the past years, particularly with those teachers who are identified as its best teachers; and

WHEREAS, the honor bestowed on the teacher of the year and teachers of the month in EPISD necessarily creates a situation in which those particular teachers may be actively recruited by neighboring school districts; and

WHEREAS, EPISD has a need to provide an incentive to its teacher of the year and teachers of the month to entice them to remain employed with the District beyond the year and/or month of recognition; and

WHEREAS, EPISD has determined that it should offer \$2,000.00 to the teacher of the year and \$1,000.00 to the teachers of the month, in exchange for their commitment to remain employed with EPISD as certified teachers for the entire school year following the current school year; and

WHEREAS, EPISD does not intend to gratuitously provide the \$2,000.00 or \$1,000.00 as a bonus or reward, and it is offered in a contractual exchange for performance or must be returned to EPISD;

THEREFORE, be it RESOLVED on this the \_\_\_\_\_ day of October 2016 that the Board of Trustees for the Eagle Pass Independent School District does hereby approve the resolution described herein.

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President  
EPISD Board of Trustees

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Secretary  
EPISD Board of Trustees



# EAGLE PASS INDEPENDENT SCHOOL DISTRICT

## TEACHER OF THE MONTH SALARY REDUCTION AGREEMENT

Congratulations! You have received the designation of Teacher of the Month for \_\_\_\_\_ for the Eagle Pass Independent School District.

You are offered a one-time \$1,000.00 incentive to remain employed with EPISD for the full school year following the school year of your designation as Teacher of the Month, in exchange for your commitment and actual performance for the 2016-2017 school year.

By accepting this monetary payment of \$1,000.00, your signature below ensures that in the event that you fail to follow through with this commitment to EPISD, you will be obligated to return the full \$1,000.00 immediately upon your resignation, through a payroll deduction from your final paycheck. Additionally, such action does not prevent EPISD from taking any other action against you for contract abandonment pursuant to state laws and regulations.

Your obligations under this agreement cease on the day following the last work day for the 2016-2017 school year.

I fully understand that if I should voluntarily sever employment with EPISD before the end of the last day of the 2016-2017 school year, the full \$1,000.00 that I have received will be deducted from my final paycheck, and any monies left owing will be paid by me within three calendar days.

My signature below serves as an acknowledgement of this obligation of and as permission for the salary deduction of \$1,000.00 in the event that I voluntarily resign from the District prior to the end of the 2016-2017 school year.

\_\_\_\_\_  
Teacher of the Month Signature

\_\_\_\_\_  
Date



# EAGLE PASS INDEPENDENT SCHOOL DISTRICT

## TEACHER OF THE YEAR SALARY REDUCTION AGREEMENT

Congratulations! You have received the designation of Teacher of the Year for the Eagle Pass Independent School District.

You are offered a one-time \$2,000.00 incentive to remain employed with EPISD for the full school year following the school year of your designation as Teacher of the Year, in exchange for your commitment and actual performance for the 2016-2017 school year.

By accepting this monetary payment of \$2,000.00, your signature below ensures that in the event that you fail to follow through with this commitment to EPISD, you will be obligated to return the full \$2,000.00 immediately upon your resignation, through a payroll deduction from your final paycheck. Additionally, such action does not prevent EPISD from taking any other action against you for contract abandonment pursuant to state laws and regulations.

Your obligations under this agreement cease on the day following the last work day for the 2016-2017 school year.

I fully understand that if I should voluntarily sever employment with EPISD before the end of the last day of the 2016-2017 school year, the full \$2,000.00 that I have received will be deducted from my final paycheck, and any monies left owing will be paid by me within three calendar days.

My signature below serves as an acknowledgement of this obligation of and as permission for the salary deduction of \$2,000.00 in the event that I voluntarily resign from the District prior to the end of the 2016-2017 school year.

\_\_\_\_\_  
Teacher of the Year Signature

\_\_\_\_\_  
Date



# Eagle Pass Independent School District

## **“TEACHER OF THE MONTH”** ***Outstanding Classroom Teacher Recognition Program***

The task of the excellent teacher is to stimulate "apparently ordinary" people to unusual effort. The tough problem is not in identifying winners: it is in making winners out of ordinary people. ~K. Patricia Cross

### **THE SELECTION PROCESS**

A “*Teacher of the Month*” will be selected on a monthly basis from ALL grade levels. Campus colleagues and administrators may nominate teachers. An impartial selection committee comprised of campus principal, assistant principal/instructional officer, and department/grade level chair selects the “*Teacher of the Month*” nominee for their campus from those nominated using specific criteria. A DSC committee will select the District’s “*Teacher of the Month*” from nominees selected by the campus committees.

### **THE ELIGIBILITY REQUIREMENTS FOR NOMINEES**

The nominated teacher should possess and demonstrate consistently:

- The ability to create a love of learning in students of all abilities and backgrounds.
- High expectations for all students.
- A strong sense of values, integrity and professional ethics.
- The ability to learn and experiment with new ideas in order to expand their professional knowledge base.
- Strong human relations/strong cooperative skills with students, parents, colleagues, administration, and community.
- Knowledge of subject and curriculum content, of student growth and development, of instruction and assessment.
- Clear understanding of their beliefs and practices.
- Strong communication skills.
- Energy, enthusiasm, a positive attitude & dependability.
- Commitment to community service.





# Eagle Pass Independent School District

## **“TEACHER OF THE YEAR”**

### ***Outstanding Classroom Teacher Recognition Program***

The task of the excellent teacher is to stimulate "apparently ordinary" people to unusual effort. The tough problem is not in identifying winners: it is in making winners out of ordinary people. ~K. Patricia Cross

#### **THE SELECTION PROCESS**

A "Teacher of the Year" will be selected from the "Teacher of the Month" pool at the end of the school year by the DSC Committee. The DSC committee will review the nomination forms for each "Teacher of the Month" and will visit with each teacher before making their selection.

#### **THE ELIGIBILITY REQUIREMENTS FOR NOMINEES**

The nominated teacher should possess and demonstrate consistently:

- ❖ Must have been selected as "Teacher of the Month" for current school year.



TEACHER OF THE MONTH/YEAR

**2013-2014**

<b>OCTOBER</b>	PK & K	Sandra Guadiana	PK	LDC
<b>NOVEMBER</b>	1 <sup>ST</sup> & 2 <sup>ND</sup>	Maria C. Ramirez	1 <sup>ST</sup>	RVLA
<b>DECEMBER</b>	3 <sup>rd</sup> & 4 <sup>th</sup>	Laura Esquivel	3	SHE
<b>JANUARY</b>	5 <sup>th</sup> & 6 <sup>th</sup>	Margaret Diego	5	Seco Mines
<b>FEBRUARY</b>	7 <sup>th</sup> & 8 <sup>th</sup>	Carmen Bres	7	MJHS
<b>MARCH</b>	Fine Arts & CTE	Angelita Menchaca	BIM	EPHS
<b>APRIL</b>	Math & Science	Randy Laurence	SCI	CCWHS
<b>MAY</b>	ELAR & SS	Ramon Martinez	SS	EPHS

**2014-2015**

<b>OCTOBER</b>	PK & K	Graciela Villalobos	PK	Kennedy
<b>NOVEMBER</b>	1 <sup>ST</sup> & 2 <sup>ND</sup>	Vanessa Gonzalez	2 <sup>nd</sup>	R.E.Lee
<b>DECEMBER</b>	3 <sup>rd</sup> & 4 <sup>th</sup>	Raul Zambrano	4 <sup>th</sup>	Seco Mines
<b>JANUARY</b>	5 <sup>th</sup> & 6 <sup>th</sup>	Magdalena Chavez	5 <sup>th</sup>	Seco Mines
<b>FEBRUARY</b>	7 <sup>th</sup> & 8 <sup>th</sup>	Alejandra Martinez	8 <sup>th</sup> -SCI	MJHS
<b>MARCH</b>	Fine Arts & CTE	AnnaBella Barrow	Art	CCWHS
<b>APRIL</b>	Math & Science	Jose Jimenez	Math	CCWHS
<b>MAY</b>	ELAR & SS	Priscilla Escobar	English	EPHS

**2015-2016**

MONTH	TEACHER	ID	GRADE	SCHOOL
<b>OCTOBER</b>	Sandra Salinas	4602	4 <sup>th</sup>	Graves
<b>NOVEMBER</b>	Cesar Picazo	2783	5 <sup>th</sup>	Darr
<b>DECEMBER</b>	Reginaldo Gonzalez	2530	8 <sup>th</sup> Math	MJHS
<b>JANUARY</b>	Kristina Hernandez	8052	8 <sup>th</sup> -ELA	MJHS
<b>FEBRUARY</b>	Norma Heredia	1178	1-6 Reading	Liberty
<b>MARCH/TOY</b>	Rosa Ochoa	3837	ELAR	SHE
<b>APRIL</b>	Cathy Mauldin	0321	U.S. History/AP History	CC Winn
<b>MAY</b>	Elsa Recio	0375	4 <sup>th</sup> Grade	Robert E. Lee



Cecilia Garza <cgarza2@eaglepassisd.net>

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## Teacher of the Month Prize Overview

1 message

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Daniella Byrne <dbyrne@eaglepassisd.net>

Tue, Oct 4, 2016 at 3:04 PM

To: Samuel Mijares <samijares@eaglepassisd.net>, Cecilia Garza <cgarza2@eaglepassisd.net>

Each teacher of the month receives the following:

- Floral Arrangement
- Bath and Body Works Gift Set
- Ancira Car Detail
- 1 Month of meals (20 meals) from Cafeteria
- VIP Parking space with sign
- 1 Month of jeans
- \$500 Class Cash for supplies at Warehouse
- \$500 from District (giant check)

We do have a new sponsor this year Usborne Books. Each teacher of the month will receive a \$25 voucher for books.

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Daniella M. Byrne  
Public Information Officer  
Eagle Pass Independent School District  
(830) 773-5181 x1081  
dbyrne@eaglepassisd.net