



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Discussion/Action to authorize Superintendent to submit the TEEG grant applications of United South Middle School, Perez Elementary and Finley Elementary, and further authorize Superintendent to submit future TEEG grant applications of other campuses after presentation to the Board of Trustees.

SUBMITTED BY: Mr. David Garcia, Assistant Supt. **OF:** Human Resources

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: September 19, 2007

RECOMMENDATION:

It is recommended that the Board of Trustees consider approval of the Texas Educator Excellence Grants Awards for three UISD campuses recognized by the Texas Education Agency for performance pay.

The Texas Education Agency recognized Finley Elementary, Perez Elementary and United South Middle School to be eligible to receive performance pay for its campus personnel. Performance pay is available for qualifying teachers and other employees in the United Independent School District pursuant to applicable law and guidelines set forth Texas Educator Excellence Grant programs.

RATIONALE:

Individual campus SBDM committees have designed an equitable distribution of performance pay for personnel of the selected campuses.

Monetary awards will be distributed as follows:

75% Teachers
25% other

Campus employees of each qualifying school shall meet specific criteria to become eligible for the performance pay award.

Additionally, in accordance with grant guidelines, the District DEIC committee convened to consider each individual plan with respect to pay distribution and performance criteria. DEIC approved each campus plan for your review and consideration.

BUDGETARY INFORMATION:

None

BOARD POLICY REFERENCE AND COMPLIANCE:

DEC (Local): Compensation and Benefits: Salaries, Wages, and Stipends

Chapter 102. Educational Programs
Subchapter FF. Commissioner's Rules Concerning Governor's Educator Excellence Award Programs

Statutory Authority: The provisions of this Subchapter FF issued under the Texas Education Code, §21.652 and §21.658, unless otherwise noted.

§102.1071. Governor's Educator Excellence Award Program--Texas Educator Excellence Grant.

(a) Establishment of program.

(1) In accordance with the Texas Education Code (TEC), §21.652, the Governor's Educator Excellence Award Program--Texas Educator Excellence Grant is established as an annual grant program under which a district or open-enrollment charter school may receive a grant on behalf of an eligible campus as an award for student achievement. Provisions regarding implementation of the program are described in this section.

(2) Funds from this program will be distributed to a district or open-enrollment charter school, on behalf of an eligible campus, that submitted an approved campus incentive plan developed in accordance with the TEC, § 21.654, and subsection (c) of this section.

(b) Campus eligibility.

(1) Campus eligibility shall be determined in accordance with the TEC, §21.653.

(2) Each year of the grant, a new list of eligible campuses will be published by the Texas Education Agency (TEA). Academically Unacceptable campuses will not be included on this list.

(3) Campuses may be eligible to receive this grant multiple times.

(c) Campus incentive plan.

(1) As delineated in the TEC, §21.654, a campus incentive plan must be:

(A) developed by each campus-level decision-making body;

(B) approved by its district-level committee; and

(C) submitted by a district on behalf of an eligible campus.

(2) The campus-level body developing the plan should be composed of individuals representing a diverse and broad mix of teachers, including representation from different grade levels and subject areas.

(3) The district may choose to provide guidance to campuses in the creation of plans.

(4) The TEA may consider for approval only a campus incentive plan developed, approved, and submitted in accordance with the TEC, §21.654, and this section.

(5) A district must act pursuant to its local school board policy for submitting a campus incentive plan and grant application to the TEA. A local school board may either vote to submit a grant application or designate the superintendent to submit the application on the board's behalf. A superintendent may act on previously delegated authority regarding the submission of the grant(s).

(6) A campus that has implemented an approved incentive plan may choose to renew its plan, should it be eligible for funding in subsequent years, for up to three years after the first year of implementation.

(7) A decision by a local school board to approve and/or submit its incentive plan and/or grant application is not appealable to the commissioner of education. A local grievance decision as to whether an award was made in compliance with the approved plan is not appealable to the commissioner of education.

(d) Amount of program award.

(1) In accordance with the TEC, §21.655, each eligible campus whose campus incentive plan is approved by the TEA is entitled to a grant award in an amount determined by the commissioner of education.

(2) Award amounts may vary from one year to the next.

(e) Incentive payments to classroom teachers.

(1) An eligible campus must distribute a specified percentage of its program grant award to classroom teachers in accordance with the TEC, §21.656.

(2) All funds must be used to provide incentives not previously funded with state, local, or federal funds.

(3) Incentives awarded under this subsection may be used only for classroom teachers. For the purposes of this subsection, the term "classroom teacher" is defined as "an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting." For the purposes of this subsection, the definition of the term "classroom teacher" does not include a teacher's aide or a full-time administrator.

(A) Necessary functions related to the classroom teacher's instructional assignment, such as instructional planning and transition between instructional periods, should be applied to creditable classroom time. Time spent on duties unrelated to instruction should not be credited toward classroom time.

(B) For a school district, a classroom teacher, as defined in this subsection, must hold an appropriate certificate issued by the State Board for Educator Certification and must meet the specifications regarding instructional duties defined in this subsection. For a charter school, a classroom teacher is not required to be certified, but must meet the qualifications of the employing charter school and the specifications regarding instructional duties defined in this subsection.

(4) As specified in the TEC, §21.656, and further delineated in this subsection, an eligible campus receiving program funds may distribute an incentive payment only to a classroom teacher who:

(A) demonstrates success in improving student achievement. Measures determining a classroom teacher's success in improving student performance must allow for program administrators to evaluate teacher impact on student achievement; and

(B) successfully collaborates with faculty and staff to contribute to improving overall student performance on the campus. The collaboration must be measured using campus-based activities. Participation in tutoring sessions or personal-planning periods is not a sufficient measure of collaboration.

(5) A campus or district may choose to exclude from receiving an incentive award a teacher who has transferred or retired or who works part-time on a campus eligible to receive grant funds. In such an instance, the campus

incentive plan must reflect the campus/district policies with regard to such a teacher at the program start date.

(6) Each individual incentive should be no less than \$3,000 and no more than \$10,000 per teacher to the extent practicable. If teacher awards are less than \$3,000 or more than \$10,000, the campus plan must include the reasons that a total possible individual award amount between \$3,000 and \$10,000 per teacher was not practicable. A local school board decision as to whether award amounts between \$3,000 and \$10,000 per teacher are practicable is final and may not be appealed to the commissioner of education.

(f) Distribution of other program funds. An eligible campus receiving program funds must use a specified percentage of its program grant award for some or all of the provisions specified in the TEC, §21.657(a), when distributing incentive payments, including the requirements specified in paragraphs (1)-(3) of this subsection when applicable. Program funds distributed under the TEC, §21.657, may also be used to increase the total amount of funds to provide awards to classroom teachers under the TEC, §21.656.

(1) Stipends paid for teachers to participate in after-school or Saturday programs, as specified in the TEC, § 21.657(a)(10), must be used to supplement not supplant.

(2) Stipends paid for teachers who hold a postgraduate degree, as specified in the TEC, §21.657(a)(12), must be for a postgraduate degree that will improve instructional abilities, excluding education administration, mid-management certification, and superintendency certification. These stipends must be used to supplement not supplant.

(3) Extending funding to feeder campuses, as outlined in the TEC, §21.657(a)(13), must be used to implement an activity described in the TEC, §21.657. The student population of the feeder campus shall not be used to determine campus award eligibility or the award amount.

Source: The provisions of this §102.1071 adopted to be effective January 9, 2007, 32 TexReg 89.

Last updated: January 9, 2007

**Division of Policy Coordination
(512) 475-1497
rules@tea.state.tx.us**

Finley Elementary
"Believe, Achieve and Succeed"

Governor's Educator Excellence
Award Program
Texas Educator
Excellence Grant Cycle 2

Budget

- Total Amount of Monetary Award
\$80,000
- Percentage of Disbursement
Teachers → 75% = \$60,000
Other Staff → 25% = \$20,000



Disbursement Breakdown

- 34 Teachers @ \$1,764.70 = \$59,999.80
- 5 Administrators @ \$1,251.00 = \$6,255.00
(Principal, Asst. Principal, Counselor, Librarian, Nurse)
- 2 Other Staff @ \$250.50 = \$501.00
(Diagnostician, Speech Therapist)
- 33 Paraprofessionals & Auxiliary Staff @ \$388.00 = \$12,804.00
(16 Teacher Asst, 4 Office Personnel, 5 Custodians, 5 Cafeteria Personnel,
1 Security Guard, 1 Computer Tech, 1 Attendance Officer)
- 4 Other Staff @ \$110.00 = \$440.00
(Speech Assistant, Diagnostician Assistant, Occupational Therapist,
Adaptive P.E. Coach)



Project Management

- ✓ **Component Description**
 - ❖ **Partnership**- SBDM members along with campus administration will meet to develop, plan and design grant activities.
 - ❖ **Management of Grant Activities**- Through our meetings observations and close monitoring we will continue make sure that all efforts are being made to note that progress is continuous on a three and six weeks basis. **Overall accountability is the KEY!**
 - ❖ **Internal Communications** – Collaboration between our SBDM committee, the district's Human Resource Dept, Instructional Dept. and teachers will be an on going occurrence.



Teacher's Criteria



- **Criteria I**

50% of the teacher's award will be earned based on student performance.

Data Source & Measure

LAS, TPRI/Tejas LEE,
District/Campus Developed Tests,
TAKS, TAKS I, TAKS M, TAKS Alt,
TELPAS, CLASS

- **Criteria II**

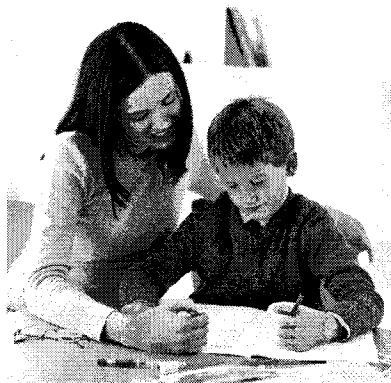
50% of the teacher's award will be earned based on collaboration with faculty and staff that contributes to improving overall campus student achievement.

Data Source & Measures

Campus & District Meetings, Grade
Level Meetings, Vertical Meetings with
Other grade levels, Response to
Intervention

Other Staff Criteria

- Administration – Evaluation, Assistance with at-risk population
- Paraprofessionals – Performance-based on evaluation
- Auxiliary Staff – Performance-based on evaluation
- Other personnel – Assistance with at-risk population



Total Amount of Monetary Award

\$80,000

Teachers 75% \$60,000

Other Staff 25% \$20,000

<u>Grade Level</u>	<u>Number of Teachers</u>	<u>Amount to Receive</u>	<u>Total Amount</u>
Pre-Kinder	1	\$1,764.70	\$1,764.70
Kinder	4	\$1,764.70	\$7,058.80
First	4	\$1,764.70	\$7,058.80
Second	4	\$1,764.70	\$7,058.80
Third	4	\$1,764.70	\$7,058.80
Fourth	4	\$1,764.70	\$7,058.80
Fifth	4	\$1,764.70	\$7,058.80
Special Ed/MLC	4	\$1,764.70	\$7,058.80
Reading Intervention	1	\$1,764.70	\$1,764.70
Music	1	\$1,764.70	\$1,764.70
Physical Ed	2	\$1,764.70	\$3,529.40
Dyslexia	1	\$1,764.70	\$1,764.70
	34		\$59,999.80

Disbursement for Other Staff

Diagnostician	1 @ \$250.50	\$250.50
Speech Therapist	1 @ \$250.50	\$250.50
Nurse	1 @ \$1,251.00	\$1,251.00
Librarian	1 @ \$1,251.00	\$1,251.00
Counselor	1 @ \$1,251.00	\$1,251.00
Asst Principal	1 @ \$1,251.00	\$1,251.00
Principal	1 @ \$1,251.00	\$1,251.00
	7	\$6,756.00

FINLEY ELEMENTARY SCHOOL

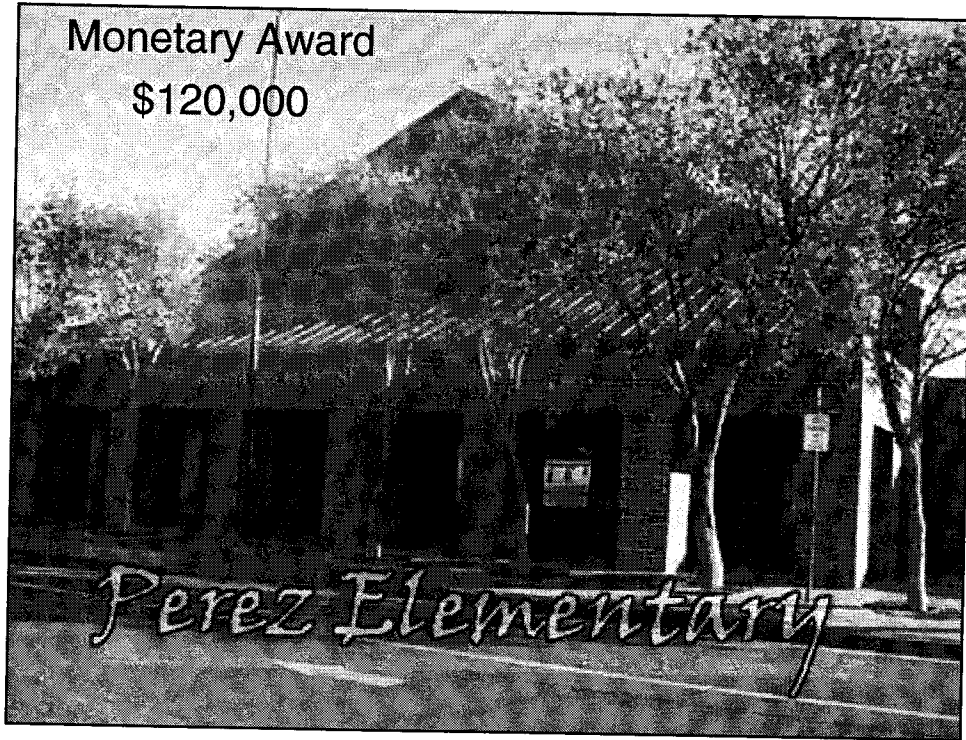
Instructional Assistants	2 @\$388.00	\$776.00
P. E. Assistants	2 @\$388.00	\$776.00
Resource Assistants	2 @\$388.00	\$776.00
SLC Assistants	5 @\$388.00	\$1,940.00
Fast Forward Assistant	1 @\$388.00	\$388.00
Ellis Assistant	1 @\$388.00	\$388.00
Computer Lab Assistant	1 @\$388.00	\$388.00
Library Assistant	1 @\$388.00	\$388.00
Reading Intervention Asst	1 @ \$388.00	\$388.00
Secretary	1 @\$388.00	\$388.00
Attendance Clerk	1 @\$388.00	\$388.00
LPAC Clerk	1 @\$388.00	\$388.00
Receptionist	1 @\$388.00	\$388.00
Attendance Officer	1 @\$388.00	\$388.00
Computer Tech	1 @\$388.00	\$388.00
Custodians	5 @ \$388.00	\$1,940.00
Cafeteria	5 @ \$388.00	\$1,940.00
Security Guard	1 @ \$388.00	\$388.00
Speech Assistant	1 @ \$110.00	\$110.00
Diagnostician Assistant	1 @ \$110.00	\$110.00
Occupational Therapist	1 @ \$110.00	\$110.00
Adaptive P.E. Coach	1 @ \$110.00	\$110.00
	36	\$13,244.00

Overall Goal



- As a UNITED academic TEAM we will strive to ensure that our students are successful in their endeavors.

Monetary Award
\$120,000



**Distribution of Funds for
Teachers (75%) \$90,000**

- * 75% of grant money will be distributed equally for teachers that are working at Dr. S. Perez Elementary for the school year 2007-2008
- * 59 teachers will each be awarded \$1525.00 if they meet the performance based criteria

Distribution of Funds for Other (25%) \$30,000

Tier I (\$4560.00)	Tier II (10,000.00)	Tier III (\$2,265.00)
Administration (3) (\$1520.00 each)	2 Counselors (\$1,000 each) 1 Librarian (\$1,000 each)	Secretary-\$453.00 CLA-4\$53.00
	1 Nurse (\$1,000 each)	LPAC Clerk-\$453.00
	1 Reading Intervention teacher	Office Clerk-\$453.00
	1 Reading Coach	Attendance Clerk\$453.00
	2 Diagnosticians counted as one	
Each will be awarded \$1520.00	2 Speech Teachers counted as one	(Tier III A) \$12,175.00 33 Para-professional and au
	1 Dyslexia and 1 adaptive P.E.	
	OT, PT \$500.00 each	(Tier IIIB) (1000.00)
		8 Cafeteria workers at \$125.00
Total = 3	Total = 14 employees	
Amount- \$4560.00	Amount = \$10,000.00	

Performance Based Criteria for Teachers: Criteria 1

PK- 75% of the pre-kinder students in each class will be expected to achieve 1 level growth in either English or Spanish. (We will only measure PEIMS accountable Students)	\$762.50
K-2 nd - 75% of the (k-2 nd) grade students in each class will reach the developed level (70%) overall in the End-of the Year Expectations based on TPRI or Tejas Lee. (We will only measure PEIMS accountable students and students who have been previously instructed in Reading First Campuses)	\$762.50
Each Reading and Math teacher will be accountable for having 75% of their accountable group meet a minimum of 2100 on TAKS. (We will only measure PEIMS accountable students) Each Reading, Math and Writing teacher will be accountable for having 75% of their accountable group meet a minimum of 2100 on TAKS. (We will only measure PEIMS accountable students)	\$762.50
75% of the students will meet a minimum of 2100 in reading and math and 70% of the students will meet a 2100 in science for each teacher.	
The Reading Intervention Teacher will be assigned students who are struggling readers in third and fourth grade (TAKS SSI promotions or third time passers) in order to ensure their successful TAKS passing at 70% in reading.	\$762.50

Criterion 2

- * Sign-in Sheets during professional . development and mtgs.1. Participation in campus/district professional development. 2. Teacher collaboration on campus I.e. data sharing activities to improve student instruction, team planning. Need to meet 2 out 2 criterion as specified in data sources and measures
- * \$381.25

Criterion 3

- * Sign-in/out sheets by teachers1. Participates in student tutorials, 2. Participate in students in extra-curricular activities which enhance student performance, 3. Participate in activities which demonstrate initiative, professionalism and commitment. Need to meet to 2 out 3 criterion and comply with district attendance policy as specified in data sources and measures.
- * \$381.25

PEREZ ELEMENTARY

Number of Positions	Actual Staff Positions (do not include the names of individuals, refer to potential position types above)	Performance Levels	Maximum Incentive Amount
3	Principal, 2 Assistant Principals	District wide performance evaluation	\$1,520.00
12	Teacher Facilitator, Teacher Supervisor, Nurse, Counselors(2), Diagnosticians (2 counted as 1), Speech Teachers (2 counted as 1), Dyslexia Teacher and Librarian OT and PT Teacher (\$500 each)	District wide performance evaluation	\$1,000.00
5	Secretary, CLA, LPAC, Office Clerk, Attendance Clerk	District wide performance evaluation	\$453.00
33	Paraprofessionals and auxiliary staff	District wide performance evaluation	\$368.94
8	Cafeteria workers	District wide performance evaluation	\$125.00



**United South Middle School
Texas Educator Grant
Presentation**

**“Aim High for Success” in
2007-2008**



**Texas Educator Excellence Grant (TEEG)
UNITED SOUTH MIDDLE SCHOOL
2007-2008 School Year**

**The total amount for our school is \$165,000.
75% of the award, which is \$123,750.00, will be
used for teachers.
The remaining 25% of the award, which totals
\$ 41,250, will be used for non-teaching
positions.**

Summary:

This model was developed by a middle school that places value on student achievement in all subject areas, teacher involvement in lesson development and professional development participation. The campus incentive plan provides teachers in all grades the opportunity to attain incentive awards. The plan uses a few data sources and determines the data source associated with the different teacher types. The minimum possible award for teachers who meet Criteria I, II and III is \$500.00 and the initial maximum possible award amount is \$1,695.20.

Part I

Criteria I: Teacher has a record of improving student performance using objective and quantifiable measures by meeting performance level 1.

Teacher Type	Data Source	Performance Level (s)	Award Amount(s)
All Teachers	Report Card Grades	Level I	
		All teachers must meet 85% passing rate of all their students at mid-term and at the end of the 2007-2008 school year.	\$500.00 \$500.00

Criteria II: Teacher has demonstrated collaborations, which contributes directly to improving overall campus achievement by meeting performance levels 1.

Sign- in sheets will need to be submitted after every meeting and should reflect a 95%attendance by teachers on a bi-monthly (for department meetings) and bi-weekly (for team meetings); unless absence is due to school business, jury duty, workers comp., FMLA approved or bereavement leave for the 2007-2008 school year.

<u>Teacher Type</u>	<u>Data Source</u>	<u>Performance Level 1</u>	<u>Award Amount(s)</u>
All teachers	Sign in sheets	Meeting an overall minimum of 95% participation in all Campus department and faculty meetings (not more than 5 absences) for the entire 2007-2008 school year.	\$300.00

Criteria III: Teacher demonstrates on going initiative, commitment, professionalism, personalization, and involvement in other activities that directly result in improved student performance.

<u>Teacher Type</u>	<u>Data Source</u>	<u>Performance Level 1</u>	<u>Award Amount(s)</u>
All Teachers	Pentamation Report	Teacher attendance for the school year must reflect 97% for the entire school year, (5 days for the year, half a day will count as a whole day). Unless absence is due to school business, jury duty, workers comp., FMLA approved or bereavement leave for the 2007-2008 school year.	\$200.00

<u>Teacher Type</u>	<u>Data Source</u>	<u>Performance Level 2</u>	<u>Award Amount(s)</u>
All Teachers	Office Doc.	Teacher referrals must not exceed 5% for Level 1 referrals. Teacher referrals must not exceed 10% for level 2 referrals. Repeated offense for students with behavioral plans will be excluded from criteria-provided that the teacher is following the behavior plan.	\$195.20

Part II

Additional Incentives for Campus Faculty and Staff
(Please see attachment of Tier Monies)

Data Source: we will use the 2007-2008 school year employee evaluations.

Performance Level: To be proficient or better on their annual evaluation.

Contingency Plan I&II

- If a teacher does not meet a criteria, the monies left will be redistributed among those who met the criteria specified.
- If a staff member does not meet the criteria, the monies will be redistributed among those who met the criteria.
- If the teacher meets any of the three criteria, but leaves during the course of the 2007-2008 school year, he/she will not be eligible to receive any incentive monies from the grant. Furthermore, a teacher must remain on the United Independent School District's payroll for the 2008-2009 school year in order to qualify for the grant monies.

UNITED SOUTH MIDDLE 2007-2008 TEEG DISTRIBUTION

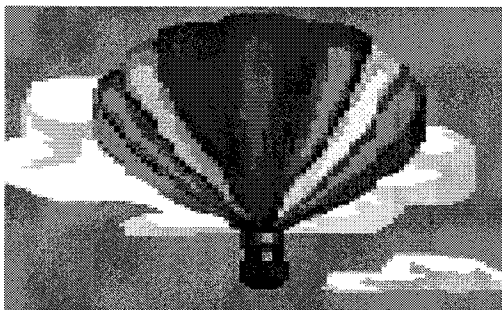
Teachers	Incentive Amnt.	Total	
73	\$1,695.20 (each)	\$123,750.00	
Tier I	Number of People	Incentive Amnt.	Total
Principal	1	1,650.00	1,650.01
Asst. Principal	3	1,650.00	\$4,950.00
Counselor	3	\$1,650.00	\$4,950.00
Academic Coord.	1	\$1,650.00	\$1,650.00
Sp. Pops. Coord.	1	\$1,650.00	\$1,650.00
		GRAND TOTAL = \$	14,850.01
Tier II	Number of People	Incentive Amnt.	Total
Librarian	1	\$1,000.00	\$1,000.00
Nurse	1	\$1,000.00	\$1,000.00
		GRAND TOTAL = \$2,000.00	
Tier III	Number of People	Incentive Amnt.	Total
Instructional Asst.	3	\$500.00	\$1,500.00
Sp. Ed. Asst.	9	\$500.00	\$4,500.00
P.E. Asst.	1	\$500.00	\$500.00
Fast Forward	1	\$500.00	\$500.00
Sleek Personnel	1	\$500.00	\$500.00
Mini Lab Personnel	1	\$500.00	\$500.00
Library Asst.	1	\$400.00	\$400.00
Nurse Asst.	1	\$400.00	\$400.00
Attendance Clerk	1	\$500.00	\$500.00
Registrar	1	\$600.00	\$600.00
LPAC Clerk	1	\$500.00	\$500.00
Sp. Ed. Clerk	1	\$500.00	\$500.00
Attendance Officer	1	\$550.00	\$550.00
		GRAND TOTAL = \$	\$11,450.00

UNITED SOUTH MIDDLE 2007-2008 TEEG DISTRIBUTION

Tier IV	Number of People	Incentive Amnt.	Total
Office Receptionist	2	\$500.00	\$1,000.00
Secretaries	2	\$500.00	\$1,000.00
Custodians	8	\$500.00	\$4,000.00
Securities	4	\$475.00	\$1,900.00
		GRAND TOTAL = \$	\$7,900.00
Tier V (FLAT RATE)	Number of People	Incentive Amnt.	Total
Adaptive P.E.	1	\$100.00	\$100.00
Police Officers	2	\$550.00	\$1,100.00
Cafeteria Personnel	10	\$180.00	\$1,800.00
SAC Officer	1	\$250.00	\$250.00
Comp. Tech.	1	\$200.00	\$200.00
Speech Ther.	1	\$150.00	\$150.00
Diagnostician	1	\$300.00	\$300.00
Principal's Secr.	1	\$700.00	\$700.00
Gang Facil.	1	\$100.00	\$100.00
Occupational Ther.	1	\$100.00	\$100.00
Diagnostician Clerk	1	\$150.00	\$150.00
Speech Ther. Asst.	1	\$100.00	\$100.00
		GRAND TOTAL = \$	\$5,050.00
TOTAL STAFF = 144			
GRAND TOTAL INCENTIVE AMOUNT FOR TEACHERS = \$123,750.00			
GRAND TOTAL INCENTIVE AMOUNT FOR		\$41,250.00	
GRAND GRAND TOTAL = \$165,000.00			

In Closing:

- Plan was developed and approved by United South Middle School's Site-Based Decision Making Committee (S.B.D.M.)



At United South Middle School we are, "Aiming High for Success!"