

**WEST ORANGE-COVE CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**PROPOSED CAMPUS INCENTIVE PLAN**  
**2007-08**

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The purpose of this Incentive Pay Plan is to reward campus staff that demonstrates exemplary performance during the school year. This Incentive Pay Plan is designed to bring campuses together to work for a common cause. All personnel on the campus will be rewarded according to their individual salary. The plan is also designed to improve attendance and improve test scores.

CATEGORY	*STANDARD			Percent of Incentive to Base Pay
	END OF YEAR			
	06-07	<b>07-08</b>	<b>08-09</b>	
Staff Attendance	95%	<b>95%</b>	<b>96%</b>	1%
Student Attendance				
• North	91%	<b>91%</b>	<b>92%</b>	1%
• Elementary, Middle School	95%	<b>95%</b>	<b>96%</b>	1%
• High School	94%	<b>94%</b>	<b>95%</b>	1%
*TAKS (All tests taken)	90%	<b>90%</b>	<b>90%</b>	3%
*TAKS (All tests taken)	80%	<b>80%</b>	<b>80%</b>	2%
*TAKS (All tests taken)	75%	<b>75%</b>	<b>75%</b>	1%

\*Standard as defined in AEIS Campus scores in each subject area and each applicable sub group.

- The campus can only qualify to receive the incentive pay for student attendance if the staff meets its attendance rate. Failure of the staff to achieve the required attendance rate will disqualify them from receiving the student attendance incentive pay. However, the required attendance rate of the staff will qualify the staff for the staff attendance incentive pay regardless of the attendance rate of the students.
- Only employees assigned to a campus will be eligible for the incentive pay. All employees (principals, teachers, support professionals, paraprofessionals, food service workers, custodians, etc...) assigned to a campus are eligible for the Incentive Pay Plan.
- ***North staff is eligible for the student achievement incentive percent earned at Anderson Elementary.***
- ***A campus may petition the Superintendent to waive severe attendance problems if it merits. (Examples of severe attendance problems could be long-term illness, cancer, employee hurt in a car accident, etc...) Absences of 90 days or more disqualifies an employee from any incentive pay. An employee must be actively employed and in attendance on the campus assigned for at least 90 days to be eligible for the incentive pay.***
- ***Eligible employees must be employed 90 days in the current year and the following year to receive payment. A West Orange-Cove CISD retiree of the current year would receive the incentive. Employees of the current year who resign, are non-renewed, or terminated are not eligible to receive the incentive pay.***

Incentive checks will be distributed to employees at the District convocation.

Board Approved: \_\_\_\_\_