

_____ Absences to total no more than 5 days a year (Excluding: Jury, Military, FMLA, School Business, Death in Immediate Family – DEC Policy) \$200

_____ Participated in twelve hours of Professional Development Activities tied to Campus Initiatives (*does not include regular staff development during contract hours*) as evidenced by certificates and/or badges from conferences and workshops. Initiatives include: \$200

- College Board Training
- Professional Development related to student achievement
- Professional Conferences directly related to courses taught
- Parental Involvement Conference.
- Technology Conference
- District staff development opportunities (off contract)
- Other opportunities as approved by the Campus Principal.

Must qualify in Level I and Level II. A., and at least 2 of the criteria in Level II B. before qualifying in Level III.

Level III A. (Student performance) **\$250 - \$800**

Individual Core-Area teachers have demonstrated success in improving *their students' performance* through objective quantifiable measures – AEIS Report (TAKS)

TAKS/ Core Subject Area Individual Teachers	Stipend Amount	SDAA/ Core Subject Area Individual Teachers	Stipend Amount
75% - 79%	\$250	70% - 89%	\$400
80 – 89%	\$500	90%+	\$700
90%+	\$800		

Self-contained teachers with multiple courses taught, will receive an award based on the overall average of tested areas.

Level III B. (Student performance)

Core department teachers have demonstrated overall high levels of academic performance through their collaborative efforts as well as the vertical and horizontal alignment of curriculum.

TAKS/Core Subject Area Department Teachers	Stipend Amount	SDAA/ Core Subject Area Department Teachers	Stipend Amount
75% - 89%	\$500	75% - 89%	\$200
90%+	\$750	90%+	\$350

Part II

Other Campus Staff – 23% of award money

- Overall campus rating must be academically acceptable or better.
 - Proficient or above in each PDAS Criteria or have a PDAS Waiver on file
- OR**
- Evaluation must be satisfactory or better in each criterion.
 - 97% or better attendance (Excluding: Jury, Military, FMLA, School Business, Death in Immediate Family – DEC Policy) award for attendance indicated below.
 - Applicant must be assigned at qualifying campus at time of application submission time

Support Staff	Evaluation	Attendance	Max possible
Cafeteria	\$50.00	\$50.00	\$100.00
Security	\$200.00	\$50.00	\$250.00
Lead Custodian	\$200.00	\$50.00	\$250.00
Custodians	\$50.00	\$50.00	\$100.00
Half-day custodian	\$25.00	\$25.00	\$50.00
Paraprofessionals	\$300.00	\$200.00	\$500.00
Accompanist	\$100.00	\$50.00	\$150.00
Clerk/Registrar	\$200.00	\$200.00	\$400.00
Campus Tech	\$300.00	\$200.00	\$500.00
Campus Secretary	\$300.00	\$200.00	\$500.00
Receptionist	\$200.00	\$200.00	\$400.00

Professional Staff	Evaluation	Attendance	Max Possible
Part Time Teachers	\$300.00	\$200.00	\$500.00
AMI/ARI Teacher	\$550.00	\$200.00	\$750.00
Nurse	\$300.00	\$200.00	\$500.00
Speech Therapist	\$100.00	~	\$100.00
GT/CATE Counselor	\$300.00	\$200.00	\$500.00
Librarian	\$550.00	\$200.00	\$750.00
Diagnostician	\$300.00	\$200.00	\$500.00
Counselor	\$800.00	\$200.00	\$1,000.00
Asst. Principal	\$2,800.00	\$200.00	\$3,000.00
Asst. Principal	\$3,050.00	\$200.00	\$3,250.00
Principal	\$3,300.00	\$200.00	\$3,500.00

Employee's Signature

Date

Principal's Signature

Date

I understand that performance pay is based on the availability of funds.

(77%) After awarding funds to new teachers eligible to receive Level 1 monies, any remaining funds from original grant will be awarded and distributed equally to those eligible at Levels I, and II.

(23%) Any remaining funds from original grant will be awarded and distributed for staff development and equipment to improve the overall performance in the campus.