

# Longview School Bonus Plan

## Signing bonus:

1. Staff members new to the school will receive the bonus, provided they are selected by way of the interview process. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the school’s 2011-2012 staff roster to receive the bonus if retained for the 2012-2013 school year after being selected as a result of the interview process.
2. The bonus also will be given to staff members new to the school for the 2013-2014 school year in an amount to be determined at a later date based on the availability of funds for this initiative.
3. This payment will be given to eligible employees in ½ installments at the end of December and June. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
4. CNS staff members, bus drivers, and custodians are not eligible for a signing bonus. This decision is due to the fact that these groups will not be a component of the reconstruction process of the school’s staff.
5. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

## Performance Bonus:

1. The following four categories per position type will be established for this bonus: Principal, Assistant Principal, Teacher/Certified Staff, and Non-Certified/Support Staff. The attached diagrams define the weighting of the evaluation criteria for each position type.
2. Explanations of action needed to satisfy the evaluation criteria:
  - A) Whole School Growth = The school’s “performance composite” on the ABC’s Accountability Model increases by 10% or is at least 40% **and** 50% of the students make “expected growth” according to the ABC’s Accountability Model.
  - B) Evaluation Growth = The staff member achieves an average of at least a “Level 2” rating on the different standards included in his/her year-end evaluation. The “Level 2” rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect “proficient” or “at standard” performance.

Note: When computing the average rating, rounding of results will not be permitted.

3. Bus drivers are not eligible for a performance bonus due to their lack of involvement in the daily operations inside of the school.

4. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2400
Non-Certified/Support Staff	\$1000

### **Special Notes:**

1. Every staff member who is eligible for a signing bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing bonus.
2. The performance bonus will be paid at the start of the 2013-2014 school year for the school’s performance during the 2012-2013 school year.
3. A staff member who is not 100% employed at the Longview School will receive a percentage of any bonus, signing or performance, for which he/she is eligible that matches his/her employment percentage at that particular school.
4. This entire plan will be funded by the funds from the school’s “School Improvement Grant.”
5. Payments to employees under this plan are considered “special duty” pay for service at the Longview School. Such payments are not considered part of an employee’s base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a “demotion.” In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
6. If a Longview School staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.

# Renaissance Schools Bonus Plan

## Signing bonus

- Staff members new to the school will receive the bonus, provided they are selected by way of the interview process. Furthermore, the interview process will include the use of a highly-defined interview rubric/profile. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the schools’ 2010-2011 staff rosters to receive the bonus if retained for the 2011-2012 school year after being selected as a result of the interview process.
- This payment will be given to eligible employees in ½ installments at the end of December and June. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
- The bonus also will be given to staff members new to the school for the 2012-2013 and 2013-2014 school years in an amount to be determined at a later date based on the availability of funds for this initiative.
- No individual can receive more than one signing bonus from WCPSS under this plan. In other words, if a person moves from one Renaissance School to another one, he/she can not get the bonus at the new site as well.
- CNS staff members, bus drivers, and custodians are not eligible for a signing bonus. This decision is due to the fact that these groups will not be a component of the reconstruction process of each school’s staff.

## Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

## Performance Bonus

The following six categories per position type will be established for this bonus:

- Principal
- Assistant Principal
- Grades 4-5 Teacher
- Grade 3 Teacher
- Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)
- Non-Certified/Support Staff.

## Explanations of action needed to satisfy the evaluation criteria

**Whole School Growth** = The school's "performance composite" on the ABC's Accountability Model is 75% or greater and the school's performance satisfies at least one of the following two criteria:

- a. The school attains "High growth" on the ABC's Accountability Model.
- b. The school has all "green" ratings on EVAAS on 4th Grade Reading, 5th Grade Reading, 4th Grade Math, 5th Grade Math, and 5th Grade Science.

**Individual Growth (Grades 4-5 Teacher)** = The teacher's performance leads to at least one of the following outcomes:

- a. The teacher is rated "above average" on EVAAS in all tested areas based on his/her students' performance.
- b. 75% of the teacher's students meet expected growth targets on their Reading and Math End-of-Grade tests on the ABC's Accountability Model.

Note: "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

**Individual Growth (Grade 3 Teacher)** = 75% of the teacher's students must score "at or above Level III" on their Reading and Math End-of-Grade tests on the ABC's Accountability Model. (This standard is the only one applicable to the Grade 3 Teacher "individual growth" measure.)

Note: "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

**Evaluation Growth** = The staff member achieves an average of at least a "Level 2" rating on the different standards included in his/her year-end evaluation. The "Level 2" rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: An exception to this rule will be applied to the Wilburn Elementary staff members. Wilburn Elementary, as a part of the TIF grant, will use the TAP model for the calculation of "evaluation growth."

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect "proficient" or "at standard" performance.

Note: When computing the average rating, rounding of results will not be permitted.

**Bus drivers are not eligible for a performance bonus** due to their lack of involvement in the daily operations inside of the school.

## Bonus structure per position type

Principal	\$7000
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Assistant Principal	\$5000
Grades 4-5 Teacher	\$3400
Grade 3 Teacher	\$3400
Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)	\$2400
Non-Certified/Support Staff	\$1000

## Special Notes/Issues to Resolve

- Every staff member who is eligible for a signing bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing bonus.
- The performance bonus will be paid at the start of the 2012-2013 school year for each school's performance during the 2011-2012 school year. Likewise, the performance bonus will be paid at the start of the 2013-2014 school year for each school's performance during the 2012-2013 school year. If carryover of unused funds to the start of the 2014-2015 school year is permitted, the performance bonus will be paid at the start of the 2014-2015 school year for each school's performance during the 2013-2014 school year using unused funds from the previous years. However, the 2013-2014 performance bonuses per position type may not be as large due to the availability of funds at that time.
- At Wilburn Elementary, money from the TIF grant can be used for a teacher's performance bonus and a teacher assistant's performance bonus under this plan. However, TIF grant money can not be used for a signing bonus for any staff member at the school or a performance bonus for any clerical/non-teacher assistant support positions at the school.
- A staff member who is not 100% employed at a Renaissance School will receive a percentage of any bonus, signing or performance, for which he/she is eligible that matches his/her employment percentage at that particular school.
- This entire plan is contingent on the school system's receipt of the "Race to the Top" funds in the expected amounts.
- Payments to employees under this plan are considered "special duty" pay for service at a Renaissance School. Such payments are not considered part of an employee's base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a "demotion." In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
- If a Renaissance School staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.

# Walnut Creek Elementary School Bonus Plan

## Signing/Retention bonus:

1. Staff members new to the school for the 2012-2013 school year will receive the bonus, provided they are selected by way of the interview process. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the school’s 2011-2012 staff roster to receive the bonus if retained for the 2012-2013 school year.
2. The signing bonus also will be given to staff members new to the school for the 2013-2014 school year in an amount to be determined at a later date based on the availability of funds for this initiative. However, the retention bonus will only be awarded to individuals on the school’s 2011-2012 staff roster who are retained for the 2012-2013 school year.
3. An individual can not receive a signing bonus in one year and a retention bonus in another year.
4. This payment will be given to eligible employees in ½ installments at the end of December and June of a particular school year. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
5. Staff members not selected by the principal as a result of an interview process will not be eligible for a signing bonus or retention bonus.
6. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

## Performance Bonus:

1. The following six categories per position type will be established for this bonus: Principal, Assistant Principal, Grades 4-5 Teacher, Grade 3 Teacher, Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists), and Non-Certified/Support Staff. The attached diagrams define the weighting of the evaluation criteria for each position type.
2. Explanations of action needed to satisfy the evaluation criteria:
  - A) Whole School Growth = The school’s “performance composite” on the ABC’s Accountability Model is 75% or greater **and** the school’s performance satisfies at least one of the following two criteria:
    - a) The school attains “High growth” on the ABC’s Accountability Model.
    - b) The school has all “green” ratings on EVAAS on 4<sup>th</sup> Grade Reading, 5<sup>th</sup> Grade Reading, 4<sup>th</sup> Grade Math, 5<sup>th</sup> Grade Math, and 5<sup>th</sup> Grade Science.

B) Individual Growth (Grades 4-5 Teacher) = The teacher’s performance leads to at least one of the following outcomes:

- a) The teacher is rated “above average” on EVAAS in all tested areas based on his/her students’ performance.
- b) 75% of the teacher’s students meet expected growth targets on their Reading **and** Math End-of-Grade tests on the ABC’s Accountability Model.

Note: The teacher has to be the “teacher of record” to qualify for this part of the bonus.

C) Individual Growth (Grade 3 Teacher) = 75% of the teacher’s students must score “at or above Level III” on their Reading **and** Math End-of-Grade tests on the ABC’s Accountability Model. (This standard is the only one applicable to the Grade 3 Teacher “individual growth” measure.)

Note: The teacher has to be the “teacher of record” to qualify for this part of the bonus.

D) Evaluation Growth = The staff member achieves an average of at least a “Level 2” rating on the different standards included in his/her year-end evaluation. The “Level 2” rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect “proficient” or “at standard” performance.

Note: When computing the average rating, rounding of results will not be permitted.

3. Bus drivers are not eligible for a performance bonus due to their lack of involvement in the daily operations inside of the school.

4. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Grades 4-5 Teacher	\$3400
Grade 3 Teacher	\$3400
Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)	\$2400
Non-Certified/Support Staff	\$1000

### **Special Notes:**

- 1. Every staff member who is eligible for a signing/retention bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing/retention bonus.

2. The performance bonus will be paid at the start of the 2013-2014 school year for the school's performance during the 2012-2013 school year.
3. A staff member who is not 100% employed at Walnut Creek Elementary School will receive a percentage of any bonus, signing/retention or performance, for which he/she is eligible that matches his/her employment percentage at the school.
4. "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.
5. This entire plan will be funded with the school system's "Race to the Top" funds.
6. Payments to employees under this plan are considered "special duty" pay for service at Walnut Creek Elementary School. Such payments are not considered part of an employee's base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a "demotion." In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
7. If a staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.