

PTISD Teacher Incentive Program

The purpose of the 2020-2021 PTISD Teacher Incentive Program is two-fold. First, the incentive program recognizes teacher expertise in their subject and effort. Second, it encourages teacher retention.

The previous PTISD teacher compensation was based on the STAAR performance and growth of their students. The new program differs from the previous program's compensation model in two ways. First, it encourages teachers to teach in a STAAR tested area. Second, the award is not dependent upon student performance or student growth, but on a teacher returning to PTISD the following school year.

The new program eligibility requirements for employment remain the same with the exception of attendance. Teachers must be continuously employed, teaching in a STAAR tested subject area and grade, be in good standing at the end of the 2019-2020 school year, and return to PTISD for the 2020-2021 school year to receive the award. Teachers who retire in good standing from PTISD at the end of the 2019-2020 school year will receive the award earned in the 2019-2020 school year.

**PTISD Teacher Incentive Program
2020-21**

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Section I

Earning an Award

Awards are based upon a teacher teaching in a STAAR tested grade and subject for the 2019-2020 school year. To earn an award, teachers must meet all the eligibility requirements listed in the Section II criteria.

Grade Level	Tests	Award Amount
Grade 3	Reading, Math	\$1000
Grade 4	Reading, Math, Writing	\$1000
Grade 5	Reading, Math, Science	\$1000
Grade 6	Reading, Math	\$1000
Grade 7	Reading, Math, Writing	\$1000
Grade 8	Reading, Math, Science, Social Studies	\$1000
Grades 9-12	Algebra I, Biology, US History, English I, English II	\$1000

Section II

Eligibility Criteria and Procedures for Pine Tree ISD Teacher Incentive Plan

PTISD personnel must meet the following eligibility rules:

1. Personnel must be a classroom teacher. Teachers must be supervised and evaluated by the principal or assistant principal of the campus where they are serving students and must be responsible for instructional planning and delivery of instruction in the targeted subject area.

2. A teacher must be continuously employed and continuously teach in a core subject area and grade level listed in the award model chart. Classroom teachers must teach in a core subject area and grade level continuously during the eligibility period, August 21, 2019 through May 22, 2020. Teachers who do not continuously meet these requirements during the eligibility period will not be eligible for PTISD Teacher Incentive Pay award.
3. Classroom teachers must have at least eight students in a class in order to be eligible to earn an award. Students in classes with fewer than eight students will not qualify for the award.
4. A teacher must be certified through SBEC in the subject area he/she is assigned to teach for the incentive program. Teachers must have a valid and appropriate grade and subject area certificate for the position in which they function to be eligible in that award category, grade, and core subject area. Teacher certification must be on record for the District (Personnel Office) by December 13, 2019.
5. Teachers, who are placed on a growth plan during the 2019-2020 school year and do not successfully complete the growth plan during the 2019-2020 school year, will not be eligible for the teacher incentive award. If a teacher is placed on a growth plan during the school year (2019-2020) and successfully completes the growth plan during the same year, he/she will be eligible for the teacher incentive award.
6. Teachers who are no longer full time employees are not eligible for the teacher incentive awards.
7. Substitute teachers including long term substitutes are not eligible for the teacher incentive awards.
8. Teachers who retire in good standing from Pine Tree ISD at the end of the 2019-2020 school year will receive the award earned in the 2019-2020 school year.
9. Teachers must return for the next school year (2019-2020) in order to receive the award. The award will be presented to the teacher the following December. Teachers who do not return to PTISD for the 2020-2021 school year will not be eligible for the award.

10. Teachers who have assignment transfers during the eligibility period (after the start of the school year 2019-2020) for the upcoming school year will remain eligible provided they continue to meet award category core subject area and grade requirements in their new assignment.

Teachers who have earned awards in the 2019-2020 school year and who are promoted to an instructional coach, specialist, or administrative position in PTISD for the 2020-2021 school year, may receive their earned award as long as they remain employed in PTISD for the 2020-2021 school year.

Section III

Award Notification

Eligible staff will receive an award notification through a letter from the Human Resources Department during the first week of December 2020. Final payouts will be received no later than December 31, 2020.

Questions

Questions regarding eligibility must be directed to Dr. Eric Cederstrom via email ecederstrom@ptisd.org.

Appeals

An appeals committee will review all written appeals which are submitted by the published deadline. The Appeals committee will include the following:

Deputy Superintendent
Director of PEIMS
Director of Finance
Director of Assessment & Accountability
Director of SPED

Appeals must be submitted **in writing using the attached documentation form no later than 4:00 p.m. January 25, 2021** to ecedarstrom@ptisd.org. **Appeals submitted after this deadline will not be reviewed.** The committee will meet to review all written appeals by Friday, February 15, 2020. The committee will only review appeals regarding meeting eligibility criteria as adopted by the PTISD board of Trustees on August 10 , 2020. **Eligibility criteria approved by the PTISD Board of Trustees will not be changed or amended.** Please complete and submit the Pine Tree ISD Teacher Incentive Award Appeal documentation below, as well as other supporting documentation for consideration.

Notification for the Results of Appeal

Notifications regarding the results of the appeal will be submitted in writing by March 1, 2021 via postal service mail. Documentation to be reviewed are: Personnel file, PEIMS 1 Staff Responsibility 2019-2020 Submission Report, SBEC data, and any other documentation submitted for review. The result of the appeals committee is final.