

PART 4: STANDARD APPLICATION SYSTEM (SAS)

IMPORTANT



Please take one more look at your application!

<i>Deadline</i>	Tuesday August 25, 2009, 5:00 PM Central Time
<i>Submission</i>	Complete applications must be received in TEA's Document Control Center on or before 5:00 PM (Central Time) on the deadline date indicated in the RFA.
<i>Application</i>	<ul style="list-style-type: none">• Each copy of application stapled in upper left corner.• No binding of application in a notebook or folder.• No cover sheet, table of contents, or divider pages.• Must address all statutory requirements.• Narrative Schedules: Must use required forms provided. No missing schedules. No font sizes smaller than 9 points, Arial or Verdana. No handwritten schedules; they must be typed. Must conform to specified format. Must not exceed specified page limitations.
<i>Number of Copies</i>	Three (3) complete copies must be received in TEA by 5:00 PM (Central Time) on the deadline date.
<i>Signature</i>	Schedule #1—at least 3 copies of the application must have an original signature of the person authorized to bind the applicant in a contract.
<i>Provisions & Assurances (Schedules 6A-6F)</i>	Read these carefully and include in all pages of each copy of the application.
<i>Contact Person</i>	If you have any questions, please contact: Vicki Logan at 512-475-4468, Vicki.Logan@tea.state.tx.us

For TEA Use Only Adjustments and/or annotations made on this page have been confirmed with by telephone/FAX on _____ by _____ of TEA.	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Years 2009-2010, 2010-2011	Laredo ISD Organization Name	240901 County District No.
		Amendment # <u>1</u>	9-Digit Vendor ID# <u>1</u> ESC Region NOGA ID No. (Assigned by TEA)

District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #1 – General Information

Part 1: Application Table of Contents

Use of the Standard Application System: This system provides a series of standard schedules to be used as formats by applicants who apply for funds administered by the Texas Education Agency. If additional clarification is needed, please call 512-463-9269.

Program Authority: General Appropriations Act, Article III, Rider 65, 81st Texas Legislature
Project Beginning Date: September 1, 2009 **Project Ending Date:** February 28, 2011

Index to this Application: An X has been placed in the New Application column to indicate each schedule that **must** be submitted as a part of the application. The applicant must place an X in this column for each additional schedule submitted to complete the application. For amendments, the applicant must place an X in the Amendment Application column next to the schedule(s) being submitted as part of the amendment.

Sch No.	Schedule Name	Application	
		New	Amend
1	General Information	X	<input type="checkbox"/>
2	Shared Services Arrangement Certification	NA	NA
3	Purpose of Amendment	NA	<input checked="" type="checkbox"/>
4	Program Requirements	X	<input type="checkbox"/>
4A	Communication Plans	X	<input checked="" type="checkbox"/>
4B	Selected Campuses	NA	<input type="checkbox"/>
4C	Part I Teacher Awards	X	<input checked="" type="checkbox"/>
4D	Part I Principal Awards	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4E	Contingency Plan – Part I Funds	X	<input type="checkbox"/>
4F	Additional Awards, Stipends and Activities, Part II Funds	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4G	Contingency Plan – Part II Funds	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4H	Project Management	X	<input type="checkbox"/>
5	Program Budget Summary	X	<input type="checkbox"/>
5B	Payroll Costs 6100	X	<input type="checkbox"/>
5C	Professional and Contracted Services 6200	NA	<input type="checkbox"/>
5D	Supplies and Materials 6300	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5E	Other Operating Costs 6400	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5G	Capital Outlay 6600/15XX (Exclusive of 6619 and 6629)	NA	NA
6A	General Provisions and Assurances	X	NA
6F	Program-Specific Provisions and Assurances	X	NA

Certification and Incorporation

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations, application guidelines and instructions, the Provisions and Assurances, Debarment and Suspension, lobbying requirements, Special Provisions and Assurances, and the schedules attached as applicable. It is understood by the applicant that this application constitutes an offer and, if accepted by the Agency or renegotiated to acceptance, will form a binding agreement.

Authorized Official

Typed First Name	Initial	Last Name	Title
Marcus		Nelson	Superintendent
Phone	Fax	Email	Signature/Date Signed (blue ink preferred)
(956) 795-3410	(956) 795-3405	mnelson@laredoisd.org	

Only the legally responsible party may sign this application.

Three complete copies of the application, all with original signature(s), must be received by 5:00 p.m. Central Time on Thursday, August 25, 2009

Texas Education Agency
William B. Travis Bldg.
Document Control Center, Room 6-108
1701 North Congress Avenue
Austin, Texas 78701-1494

TEA DOCUMENT CONTROL NO. _____

<p style="text-align: center;">For TEA Use Only</p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____</p> <p>by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p style="text-align: center;">_____ <u>240901</u> _____</p> <p style="text-align: right;">County District No.</p> <p style="text-align: center;">_____ <u>1</u> _____</p> <p style="text-align: right;">Amendment No.</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #1—General Information

Part 2: List of Attachments

<input type="checkbox"/>	<p>Required for all open-enrollment charter schools sponsored by a nonprofit organization</p> <p><u>Current</u> proof of nonprofit status (see instructions and guidelines for acceptable proof)</p>
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Audit Requirements for School Districts, Open-Enrollment Charter Schools, and ESCS: All public school districts, open-enrollment charter schools, and education service centers (ESCs) must be in compliance with submitting the required annual audit for the immediate prior fiscal year to TEA in the time and manner requested by TEA, and the audit must be determined by the TEA Division of Financial Audits to be in compliance with the applicable audit standards. The TEA Division of Financial Audits will determine financial stability based on the required annual audit for the immediate prior fiscal year.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #1—General Information**

Part 3: Applicant Information

Organization Information

Organization Name				
Laredo Independent School District				
Mailing Address Line - 1	Mailing Address Line - 2	City	State	Zip Code
1702 Houston St.		Laredo	TX	78040

Applicant Contacts

Primary Contact

First Name	Initial	Last Name	Title	
Scott		Roberts	Grant Writer/Research Analyst	
Telephone	Fax	Email		
(956) 795-3394	(956) 795-3389	sroberts@laredoisd.org		

Mailing Address Line - 1	Mailing Address Line - 2	City	State	Zip Code
1618 Houston St.		Laredo	TX	78040

Secondary Contact

First Name	Initial	Last Name	Title	
Sylvia	M.	Rodriguez	Fed. Programs Coordinator	
Telephone	Fax	E-mail		
(956) 795-3393	(956) 795-3389	smrodriguez@laredoisd.org		

Mailing Address Line - 1	Mailing Address Line - 2	City	State	Zip Code
1618 Houston St.		Laredo	TX	78043

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #3—Purpose of Amendment

Part 1: Schedules Amended

When submitting a revision or an amendment, please indicate what schedules were revised/amended and the justification for the revisions/amendments made to this application:

Schedules Changed (Check all schedules that are being amended.):

<input type="checkbox"/>	Schedule #1—General Information	<input type="checkbox"/>	Schedule #5—Program Budget Summary
<input type="checkbox"/>	Schedule #2—Certification of Shared Services Arrangement	<input type="checkbox"/>	Schedule #5B—Payroll Costs 6100
<input checked="" type="checkbox"/>	Schedule #3—Purpose of Amendment	<input type="checkbox"/>	Schedule #5C—Professional and Contracted Services 6200
<input type="checkbox"/>	Schedule #4—Program Requirements	<input type="checkbox"/>	Schedule #5D—Supplies and Materials 6300
<input checked="" type="checkbox"/>	Schedule #4A—Program Description: Needs and Objectives	<input type="checkbox"/>	Schedule #5E—Other Operating Costs 6400
<input type="checkbox"/>	Schedule #4B—Program Description: Program Narrative	<input type="checkbox"/>	Schedule #5G—Capital Outlay 6600/15XX (Exclusive of 6619 and 6629)
<input checked="" type="checkbox"/>	Schedule #4C— Performance Assessment and Evaluation		

The last day to submit an amendment to TEA is 90 days prior to the ending date of the grant.

Part. 2: Revised Budget

Complete this part if there are any budgetary changes.

Line No.	Sch. No.	Class/ Object Code	A		B		C		D
			Previously Approved Budget		Amount Deleted		Amount Added		
			Program	Admin	Program	Admin	Program	Admin	
01	5B	6100							
02	5C	6200							
03	5D	6300							
04	5E	6400							
05	5G	6600							
06	Total Direct Costs								
07	Indirect Cost (%)								
8	Total Costs								

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #3—Purpose of Amendment

Part 3: Grant Amendment Request
All Grants Regardless of Dollar Amount
Reason for Amendment Request

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> | 1. Addition of a class/object code not previously budgeted on the Budget Summary. |
| <input type="checkbox"/> | 2. Increase or decrease the amount approved in any class/object code on Schedule #5—Budget Summary (i.e., 6100-6600) by more than 25% of the current amount approved in the class/object code. |
| <input type="checkbox"/> | 3. Addition of a new line item on any of the supporting budget schedules (i.e., Schedules #5B-5G). |
| <input type="checkbox"/> | 4. Increase or decrease in the number of positions budgeted on Payroll Costs (Schedule #5B). |
| <input type="checkbox"/> | 5. Addition of a new item of computer hardware/equipment (not capitalized) approved on Supplies and Materials (Schedule #5C). |
| <input type="checkbox"/> | 6. Addition of a new item or increase in quantity of capital outlay item(s) ≥ \$5,000 approved on Capital Outlay (Schedule #5G) for articles costing \$5,000 or more. |
| <input type="checkbox"/> | 7. Addition of a new item of capital outlay items approved on Capital Outlay (Schedule #5G) for articles costing less than \$5,000. |
| <input type="checkbox"/> | 8. Reduction of funds allotted for training costs |
| <input type="checkbox"/> | 9. Additional funds needed |
| <input checked="" type="checkbox"/> | 10. Change in scope of objectives, regardless of whether there is an associated budget revision requiring prior approval |

Amendment Justification

Schedule #4A – Program Description: Qualifications and Exclusions:

Added the reference to reassignment of core area TAKS teachers - If a core area TAKS Teacher is reassigned to a different TAKS grade level then their TAKS scores for 2009 – 2010 will be compared to the 2008 – 2009 Campus Average in that subject area. To qualify for Part I there would need to be an Improvement of 1% or more. Otherwise, the individual may qualify for Part II providing they meet grant criteria.

Schedule #4D – Program Description: Additional Awards Part I

Modified Principal Position for Staff Criteria to read –

Baseline:

Tier I
Campus received an "Exemplary" state accountability rating.
Or

Tier II
Campus received a "Recognized" state accountability rating.
Or

Tier III
Campus received an "Acceptable" state accountability rating.

Target:

Recognized or Exemplary Status

Schedule #4E – Program Description: Contingency Plan Part I Funds

Removed # 2 & 3 of the contingency award to prevent inconsistencies with spending amounts.

Schedule #4F – Program Description: Additional Awards Part II Funds

Modified Asst. Principals/Career Academy Deans Positions to read –

Baseline:

Tier I

Campus received an "Exemplary" state accountability rating.

Or

Tier II

Campus received a "Recognized" state accountability rating.

Or

Tier III

Campus received an "Acceptable" state accountability rating.

Target:

Recognized or Exemplary Status

Assistant Principals that already have "Exemplary Status" and maintain a campus rating of "Exemplary Status" for 2009 – 2010 award amount \$1,000 including benefits.

For Asst. Principals/Career Academy Deans in Part II – For eligibility requirements campuses cannot go down in rating.

Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.

Schedule #4F – Program Description: Additional Awards, Part II funds

Modified Director for VMT Comm. And Fine Arts Position for Staff Criteria to read –

Baseline:

Tier I

Campus received an "Exemplary" state accountability rating.

Or

Tier II

Campus received a "Recognized" state accountability rating.

Or

Tier III

Campus received an "Acceptable" state accountability rating.

Target:

Recognized or Exemplary Status

Schedule #4F – Program Description: Additional Awards, Part II funds

Modified Assistant Principal at VMT Comm. And Fine Arts Position to read -

Baseline:

Tier I

Campus received an "Exemplary" state accountability rating.

Or

Tier II

Campus received a "Recognized" state accountability rating.

Or

Tier III

Campus received an "Acceptable" state accountability rating.

Target:

Recognized or Exemplary Status

Schedule #4F – Program Description: Additional Awards, Part II funds

Modified Director for Health/Science Magnet Position for Staff Criteria to read -

Baseline:

Tier I

Campus received an "Exemplary" state accountability rating.

Or

Tier II

Campus received a "Recognized" state accountability rating.

Or

Tier III

Campus received an "Acceptable" state accountability rating.

Target:

Recognized or Exemplary Status

Schedule #4F – Program Description: Additional Awards, Part II funds

Modified Coordinator for Engineering Magnet Position for Staff Criteria to read -

Baseline:

Tier I

Campus received an "Exemplary" state accountability rating.

Or

Tier II

Campus received a "Recognized" state accountability rating.

Or

Tier III

Campus received an "Acceptable" state accountability rating.

Target:

Recognized or Exemplary Status

Schedule #4F – Program Description: Additional Awards, Part II funds

Modified all criteria regarding evaluations for all positions to read:

Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain

Or

Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).

** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.

Schedule #4F – Program Description: Additional Awards, Part II funds

Modified criteria regarding special education teachers to read:

Receives no marks below expectations on the 2008 – 2009 Evaluation.

50% or More students that met passing standard on TAKS 2008-2009 and 2009-2010 TAKS Scores when averaged.

or

Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain

or

Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).

** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.

Schedule #4G – Program Description: Contingency Plan Part II Funds

Removed # 2 & 3 of the contingency award to prevent inconsistencies with spending amounts.

Yes - District Committee approved changes (substantive changes to the award plan require additional approval by the committee) **Date committee approved 03/04/2010**

A minimum of 60% must be budgeted in Part I for Teacher Incentives.

Programmatic amendments, (change of scope, change in performance criteria) must be submitted no later than **February 26, 2010** and require district committee vote to approve.

The last day to submit a budget amendment to TEA is 90 days prior to the ending date of the grant. An amendment will **not** be accepted after this date.

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4—Program Requirements**

Part 1: Grant Program Information

Summary of Program

Purpose and Goals

Project Purpose

The purpose of the DATE program is to provide funding to support the establishment of district-wide goals and the implementation of a financial awards system designed to:

- Award teachers for positively impacting student achievement;
- Target the district’s most in-need campuses to improve teacher quality; and
- Create capacity and sustainability for improved instruction within the district.

Project Goals

The goals of the program are to provide financial awards to effective educators and to increase academic achievement on participating campuses and districts overall.

Project Description

DATE will allow districts to continue to target campuses and educators by providing awards for success in improving student achievement. District-level planning committees will review district goals for their district award plans to maintain consistency with their district strategic plan. Districts will continue to implement either a district-wide award program; a plan for selecting campuses, including targeted campuses; or the Teacher Advancement Program (TAP).

DATE was established to provide meaningful awards to the teachers who are the most effective at improving student performance in Texas school districts and who meet the TEC definition of a classroom teacher. Districts will continue to work to create a district award plan consistent with the district level goals, craft or revise a stake-holder engagement and communications plan, and continue to ensure that the data required is valid and reliable for the purpose of making high-stakes decisions.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4—Program Requirements Continued

Allowable Activities and Use of Funds

1. Guidelines for Distributing Part I Funds (Teacher Awards)

Part I Funds: 60 percent of the grant funds must be used to award classroom teachers and principals who positively impact student academic improvement and/or growth and/or achievement and who meet the TEC definition of a classroom teacher. Classroom teachers included in Part I, must have the opportunity to earn a minimum of \$1000. The maximum award that a principal can earn is \$10,000 overall (including Part I and Part II funds).

Funds should be distributed based on:

- a. Student academic improvement, growth, and/or achievement as demonstrated through the use of criteria that are quantifiable, reliable, valid and objective. Criteria must be generally viewed as a measure of student excellence and quality. For each eligible teacher type in the award system, districts must articulate data sources that provide the opportunity to calculate or demonstrate improved student achievement or growth.
- b. If districts choose not to implement their award plans district-wide, and choose instead to select campuses, the districts must provide rationale for the selection consistent with district goals. The rationale provided by the district to determine campus participation may be related directly to student academic improvement, growth, and/or achievement (i.e. rated academically unacceptable, performing lower than the district's average proficiency on TAKS, enrolling high percentages of economically disadvantaged students, experiencing above average dropout rates, etc.) The rationale may also relate to teacher attrition, migration, quality and other academic and non-academic indicators.

2. Guidelines for Distributing Part II Funds (Additional Awards and Other Activities)

Part II Funds: School districts may use up to 40 percent of the grant funds on other allowable activities, including stipends and awards for:

1. Teacher induction and mentoring support including:
 - o Stipends for effective mentor or teacher coaches;
 - o Master teachers;
2. Recruitment and retention of teachers and principals with proven records of success for improving student performance who are assigned to campuses where the district has difficulty assigning or retaining teachers;
3. Classroom teachers certified in critical shortage subject areas (as determined by the commissioner or the district);
4. Classroom teachers certified and teaching in their main subject area;
5. On-going applied professional growth – To re-examine and restructure a campus school schedule to provide time during the regular school day for teachers to collaborate, receive professional development and learn new instructional strategies to become more effective teachers;
6. Increasing local data capabilities to support instruction and accountability – To enable districts to design, develop, and implement data systems to efficiently and accurately manage, analyze, disaggregate, and use individual student-to-teacher data. An improved data system should assist a district in generating and using accurate and timely data to meet reporting requirements; support decision-making at the district, campus, and classroom levels; and facilitate research needed to eliminate achievement gaps and improve learning of all students;
7. Stipends for principals who increase student performance; and
8. Other campus employees who demonstrate excellence through job-related performance criteria.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4—Program Requirements Continued

Allowable Activities and Use of Funds (cont.)

A. Program Requirements

In addition to the requirements in Parts 1 and 2 of this RFA, each application must address each of the requirements identified below (on the appropriate schedule) in order to be considered for funding. One continuation application per participating district must be submitted.

Rider 65, Educator Excellence Awards Program, requires that funds be expended on Educator Excellence Awards programs in accordance with TEC Chapter 21, Subchapters O.

1. The district-level planning and decision-making committee must develop a district award plan to be implemented for either the entire district or for campuses selected by the district.
2. Districts must identify objective criteria to award classroom teachers (TEC definition) who are the most effective at improving student performance and for other school staff who demonstrate excellence.
3. Districts must review district award plan goals for consistency with the district improvement strategic plan.
4. Districts must conduct at least one (1) stake-holder meeting to review the DATE Cycle 1 Continuation Grant. . (Stake-holders consist of teachers, campus staff, district personnel and administration)
5. Districts must have a comment period after the DATE Cycle 1 Continuation Grant plan has been drafted to receive teacher input.
6. Districts must make a copy of their award plan accessible to the public (post to the district website, prominent place in the campus, libraries, etc.).
7. Districts that choose not to implement their local award plans district-wide, and who choose to select certain campuses to participate, must provide rationale for the campus selection.
8. Prior to submittal of the application to the TEA, DATE Cycle 1 Continuation Grant district award plans must be reviewed and approved by the district-level planning and/or decision-making committee and by the school district superintendent.
9. Districts must notify stake-holders, including classroom teachers and staff, of any changes to the DATE Cycle 1 Continuation program.
10. Districts must use at least 60 percent of the Part I grant funds to award classroom teachers who positively impact student academic improvement, and/or growth, and/or achievement and who meet the TEC definition of a classroom teacher. Part I may also include incentives for principals who effectively improve student achievement, based on objective criteria described in the local plan.
11. Classroom teachers included in Part I must have the opportunity to earn a minimum of \$1000 award. The award amount can be taken from either Part I or from both Part I from Part II.
12. Districts may use up to 40 percent of the Part II Funds for other allowable activities, including stipends and awards for specified purposes as outlined in the RFA under **Guidelines for Distributing Part II Funds**.
13. Districts must include a Part I and Part II contingency plan designed to redistribute any remaining Part I program funds to teachers who meet their targets and Part II program funds to staff members who meet their targets or for other allowable Part II activities.

<input checked="" type="checkbox"/> Yes	Applicant has verified that all requirements are met in the appropriate schedule.
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4—Schedule #4—Program Requirements Continued

Part 2: Application Requirements List

#	Requirement	Schedule
1	Describe the communication and collaboration practices used to develop the district incentive award plan.	Schedule #4A—Program Description: Communication Plans
2	Describe the plan for updating teachers and staff on plan changes and how teachers are informed of the criteria they must meet in order to receive the incentive.	Schedule #4B—Program Description: Communication Plans
3	Describe, if applicable, the qualifications or prerequisites that teachers must meet in order to participate in the district incentive plan.	Schedule #4B—Program Description: Qualifications and Exclusions
4	Describe if applicable, staff who may be excluded from the plan and the reasons for exclusion.	Schedule #4B—Program Description: Qualifications and Exclusions
5	Describe criteria used for Teacher Incentives, Part I funds - Must be quantifiable and address the following: Student academic improvement; and/or Student academic growth; and/or Student achievement.	Schedule #4B—Program Description: Teacher Awards
6	Contingency plan Part I funds - Describe how un-awarded Part I funds will be redistributed.	Schedule #4B—Program Description: Contingency Plan, Part I Funds
7	Additional Awards - Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.	Schedule #4B—Program Description: Additional Awards, Stipends, and Activities
8	Contingency plan Part II funds - Describe how un-awarded Part II funds will be redistributed.	Schedule #4B—Program Description: Contingency Plan, Part II Funds
<input checked="" type="checkbox"/> Yes	Applicant has verified that all requirements are met in the appropriate schedule.	
<input checked="" type="checkbox"/> Yes	The applicant assures the activities proposed in this application will be supplemental to existing federal, state, and local services and activities. Grant funds will not be utilized for any services or activities required by state law, State Board of Education or local policies. No state funds will be decreased or diverted for other purposes as a result of the availability of these funds.	

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4—Program Requirements Continued

Part 3: Program Requirement Checklist

#		Date Approved MM/DD/YY
1	District Level Planning/Decision Making Committee Vote: The district award plan must be approved by the district level planning and/or decision making committee prior to submittal of the application to the TEA. All substantive changes to the award plan require additional approval by the committee.	08/20/2009
2	Superintendent Approval: The district award plan was approved by the superintendent. All substantive changes to the award plan will be subject to additional approval by the superintendent. NOTE: \$3000 - \$10,000 is the recommended range of award amounts. The minimum award amount opportunity may not be less than \$1000.	9-7-2009
3	Acknowledgement of Superintendent: The application cannot reflect an amount greater than the amount awarded. If local decisions include additional incentive amounts, the amounts cannot be included in this application.	9-7-2009
4	Stake-holder Meetings: The district must conduct at least one stake-holder meeting during the planning period to provide information on the content of the district award plan. (Stake-holders consist of teachers, campus staff, district personnel and administration).	08/21/2009
5	Teacher Comment Period: The district must have an open comment period for teacher input after the plan has been drafted.	08/24/2009 – 09/24/2009
6	Publish Award Plan: The district must make a copy of their award plan accessible to the public no later than the start of the 2010-2011 school year. This plan should be available throughout the entire grant cycle. (i.e. through the district website, library, email, etc.) Any changes to the plan must be updated and available to the public. The district must notify teachers and staff of any changes to the plan.	09/01/2009

Grant funds will be used to pay only for activities occurring between the beginning and ending dates of the grant as specified on the Notice of Grant Award (NOGA).

<p style="text-align: center;">For TEA Use Only</p> <p>Adjustments and/or annotations made on this page have been confirmed with _____</p> <p>by telephone/FAX on _____</p> <p>by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p style="text-align: center;"><u>240901</u> County District No.</p> <p style="text-align: center;"><u>1</u> Amendment No.</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4A–Program Description: Communication Plans

Internal Communication and Collaboration: Describe the partnership and involvement of classroom teachers and other staff in the development of the district incentive plan. Responses are limited to space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

Executive Director for Compliance and Accountability – Communicate and meet with the Director for Secondary Education, Director for Elementary Education, Finance Manager, Chief Financial Officer and Director for Federal Programs.

Program Coordinator - Program Planning/Implementation, Monitoring, Reporting and Compliance. Gather campus data from principal’s, correspond via e-mails, phone, memo’s and conduct meetings as needed to ensure program compliance. Will gather data from principals, teachers, and para-professional staff regarding progress monitoring, assessment, and program implementation and conduct staff meetings to ensure program compliance. Will gather district-wide data relevant to program goals and objectives and will report to the Executive Director for Curriculum and Instruction.

Finance Manager – Program planning, Implementation and formative and summative program evaluation.

Chief Financial Officer – Budgetary Compliance.

Director for Secondary Education and Elementary Education – Will gather data from principals, teachers, and para-professional staff regarding progress monitoring, assessment, and program implementation and conduct staff meetings to ensure program compliance. Will gather district-wide data relevant to program goals and objectives and will report to the Executive Director for Curriculum and Instruction.

Campus Principals, teachers and para-professional staff – Program Implementation.

Communication, Coordination, and Reporting to Teachers and Staff: Describe the process for updating teachers and staff on changes to the district incentive plan and how teachers are informed of the criteria they must meet in order to receive the incentive.

The Laredo Independent School District Executive Director for Compliance and Accountability, Grant Writer/Research Analyst, Federal programs Coordinator, Grant Coordinator, Chief Financial Officer, Finance Manager, Director for Secondary Education, Director for Elementary Education, Director for Federal Programs, Principals from campuses, and Teachers along with para-professional staff have been and will continue to be involved in the program design, planning and are included as an integral part in the program implementation and desired program outcomes.

Planned processes for updating teachers includes campus visits, principal presentations to staff and teachers, phone calls, e-mails, and surveys. Teachers will be informed by their campus administration as to how they must meet the criteria in order to receive the incentive.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4A–Program Description: Qualifications and Exclusions

Describe if applicable, any qualifications or prerequisites that teachers must meet in order to participate in the district incentive plan. Responses are limited to space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana)

Class size reduction teachers are not eligible for Linkage.

Professionals, Administrators, Teachers, or Para-professionals must remain in good standing during their term of employment from September 1, 2009 thru June 1, 2010 and must complete the current school year to remain eligible.

Teachers with less than 20 students assessed in TAKS are excluded from Part I. In order to qualify for Part I award amounts a teacher must have had a minimum of 20 students in the annual assessment of TAKS 1st administration (TAKS, TAKS ACC, or TAKS-M). Teachers excluded from Part I will be considered for Part II based on their results in the annual assessment of TAKS 1st administration (TAKS, TAKS ACC, or TAKS-M) based on Part II criteria.

All TAKS grade level teachers qualify for Part I providing they have met the established criteria (1st Administration TAKS results) otherwise, they qualify for Part II providing they have met the established criteria (1st Administration TAKS results).

Exceptions:

Special Ed. Self-contained teachers of record with more than 10 students, but less than 20 testing TAKS areas qualify for Part I providing they have met the established criteria. Otherwise, they qualify for Part II providing they have met the established criteria.

Special Ed. Self-contained teachers of record with less than 10 students assessed in TAKS will qualify for Part II providing they have met the established criteria.

Regular Classroom teachers of record (Class-size reduction) who teach all subjects (Self-Contained) and are responsible for all TAKS areas having less than the 20 students, but more than 10 required for the grant qualify for Part I providing they have met the established criteria. Otherwise, they qualify for Part II providing they have met the established criteria.

Class-size reduction teachers, excluding pull-outs, qualify for Part I providing they have met the established criteria otherwise, they qualify for Part II providing they have met the established criteria.

Class-size reduction teachers (Pull-outs), qualify for Part I proving they have met the established criteria otherwise, they qualify for Part II providing they have met the established criteria. DDA documentation required (Report identifying students TAKS scores for the class-size reduction teacher).

If a core area TAKS Teacher is reassigned to a different TAKS grade level then their TAKS scores for 2009 – 2010 will be compared to the 2008 – 2009 Campus Average in that subject area. To qualify for Part I there would need to be an Improvement of 1% or more. Otherwise, the individual may qualify for Part II providing they meet grant criteria.

For Principals in Part I and Asst. Principals/Career Academy Deans in Part II – For eligibility requirements campuses cannot go down in rating.

Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier I if they have met the other two criteria (i.e. Met TAKS standard and Met TAKS Commended).

Describe if applicable, teachers or staff who may be excluded from the plan and the reasons for exclusion. Retiring teachers cannot be excluded from the incentive plan solely because of retiring. Responses are limited to space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana)

New teachers to the district and staff are not eligible if hired after September 1, 2008.

Temporary substitute employees are not eligible.

Part-time employees are not eligible.

Tutors are not eligible unless they are full-time tutors.

If reassignment, transfer, or promotion occurs between September 1, 2009 and June 1, 2010 the individual will be paid based on their previously assigned position.

Professionals, Administrators, Teachers, or Para-professionals that are placed on leave whether paid or not for any reason are excluded. If exonerated these individuals will be reinstated for consideration of the award amounts they would have qualified for.

All campus based Professionals, Administrators, Teachers, or Para-professionals who through voluntary or involuntary termination are not eligible.

Main Office personnel are not eligible – If an individual does not receive their payroll checks at their assigned home campus then they are not eligible due to the fact that they can be reassigned at any time and are not considered part of the campus permanent staffing.

Professionals, Administrators, Teachers, or Para-professionals that have left the district prior to June 1, 2010 are not eligible.

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p>_____ <u>240901</u> _____ County District No.</p> <p>_____ <u>1</u> _____ Amendment No</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4B – Program Description: Selected Campuses

Not Applicable

Selected Campuses Plan – If the district chooses not to implement the DATE program district wide, list the participating campuses and the reason selected. Do not complete this schedule if implementing District wide or the TAP program. (Add rows as necessary)

#	Campus	Criteria for selection
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4C –Program Description: District Award Plan: Part I – Teacher Awards

This page may be duplicated as many times as needed to provide all information required for each district award plan goal.

District Award Plan: Part I – Teacher Awards: Describe criteria used - Must be quantifiable and address the following: student academic improvement; and/or Student academic growth; and/or Student achievement (**Min. 60%**) – **REQUIRED**

Acceptable Data Sources/Measures: TAKS, TAKS I, TAKS M, TPRI (if waiver has been submitted), ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible.* **Unacceptable Data Sources/Measures:** Teacher Attendance, Campus Rating, Student Attendance, PDAS, SDAA, SDAA II.

<input checked="" type="checkbox"/> District Wide	Campus Name(s) If applicable (Selected) _____
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# of Teachers	Teacher Type	Award Categories	Assessment Instrument	Teacher Criteria* (Include baseline and target as applicable)	Award Amount**
94	Grade(s): 3rd	<input type="checkbox"/> Individual	TAKS, TAKS-M, TAKS-ACC and TAKS-Alt	Baseline:	
	Subject: ALL			2008-2009 TAKS Scores	
				Target:	
				Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall	Tier I \$ 1,500
				Or	Or
		Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall	Tier II \$ 1,250		
		Or	Or		
		Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall	Tier III \$ 1,000		
		Or	Or		
		Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall	Tier IV \$ 750		
		Or	Or		
		Tier V Compare 2008-2009 and 2009-	Tier V \$ 550		

				<p>2010 TAKS Scores 7% increase overall</p> <p>Or</p> <p>Tier VI Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase overall</p> <p>Or</p> <p>Tier VII Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall</p>	<p>Or</p> <p>Tier VI</p> <p>\$ 350</p> <p>Or</p> <p>Tier VII</p> <p>\$ 250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
85	Grade(s): 4th			<p>Baseline:</p> <p>2008-2009 TAKS Scores</p> <p>Target:</p> <p>Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall</p> <p>Or</p> <p>Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall</p> <p>Or</p> <p>Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall</p> <p>Or</p> <p>Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall</p> <p>Or</p> <p>Tier V Compare 2008-2009 and 2009-2010 TAKS Scores 7% increase overall</p>	<p>Tier I</p> <p>\$ 1,500</p> <p>Or</p> <p>Tier II</p> <p>\$ 1,250</p> <p>Or</p> <p>Tier III</p> <p>\$ 1,000</p> <p>Or</p> <p>Tier IV</p> <p>\$ 750</p> <p>Or</p> <p>Tier V</p> <p>\$ 550</p> <p>Or</p> <p>Tier VI</p>
	Subject: All				

				<p>Or</p> <p>Tier VI Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase overall</p> <p>Or</p> <p>Tier VII Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall</p>	<p>\$ 350</p> <p>Or</p> <p>Tier VII</p> <p>\$ 250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
73	<p>Grade(s): 5th</p> <hr/> <p>Subject: All</p>	<input type="checkbox"/> Individual	<p>TAKS, TAKS-M, TAKS-ACC and TAKS-Alt</p>	<p>Baseline:</p> <p>2008-2009 TAKS Scores</p> <p>Target:</p> <p>Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall</p> <p>Or</p> <p>Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall</p> <p>Or</p> <p>Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall</p> <p>Or</p> <p>Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall</p> <p>Or</p> <p>Tier V Compare 2008-2009 and 2009-2010 TAKS Scores 7% increase overall</p> <p>Or</p> <p>Tier VI Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase</p>	<p>Tier I</p> <p>\$ 1,500</p> <p>Or</p> <p>Tier II</p> <p>\$ 1,250</p> <p>Or</p> <p>Tier III</p> <p>\$ 1,000</p> <p>Or</p> <p>Tier IV</p> <p>\$ 750</p> <p>Or</p> <p>Tier V</p> <p>\$ 550</p> <p>Or</p> <p>Tier VI</p> <p>\$ 350</p> <p>Or</p>

				overall Or Tier VII Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall	Tier VII \$ 250 All award amounts listed above include TRS benefits and Tax Deductions
81	Grade(s): 6th			Baseline: 2008-2009 TAKS Scores Target: Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall Or Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall Or Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall Or Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall Or Tier V Compare 2008-2009 and 2009-2010 TAKS Scores 7% increase overall Or Tier VI Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase overall Or	Tier I \$ 1,500 Or Tier II \$ 1,250 Or Tier III \$ 1,000 Or Tier IV \$ 750 Or Tier V \$ 550 Or Tier VI \$ 350 Or Tier VII
	Subject: All				

				Tier VII Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall	\$ 250 All award amounts listed above include TRS benefits and Tax Deductions
81	Grade(s): 7th			Baseline: 2008-2009 TAKS Scores Target: Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall Or Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall Or Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall Or Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall Or Tier V Compare 2008-2009 and 2009-2010 TAKS Scores 7% increase overall Or Tier VI Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase overall Or Tier VII Compare 2008-2009 and 2009-	
	Subject: All				<input type="checkbox"/> Individual TAKS, TAKS-M, TAKS-ACC and TAKS-Alt Tier I \$ 1,500 Or Tier II \$ 1,250 Or Tier III \$ 1,000 Or Tier IV \$ 750 Or Tier V \$ 550 Or Tier VI \$ 350 Or Tier VII \$ 250 All award

				2010 TAKS Scores 1-4% increase overall	amounts listed above include TRS benefits and Tax Deductions
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4C –Program Description: District Award Plan: Part I – Teacher Awards

This page may be duplicated as many times as needed to provide all information required for each district award plan goal.

District Award Plan: Part I – Teacher Awards: Describe criteria used - Must be quantifiable and address the following: student academic improvement; and/or Student academic growth; and/or Student achievement (**Min. 60%**) – **REQUIRED**

Acceptable Data Sources/Measures: TAKS, TAKS I, TAKS M, TPRI (if waiver has been submitted), ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Others possible.* **Unacceptable Data Sources/Measures:** Teacher Attendance, Campus Rating, Student Attendance, PDAS, SDAA, SDAA II.

<input checked="" type="checkbox"/> District Wide	Campus Name(s) If applicable (Selected) _____
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# of Teachers	Teacher Type	Award Categories	Assessment Instrument	Teacher Criteria* (Include baseline and target as applicable)	Award Amount**
81	Grade(s): 8th	<input type="checkbox"/> Individual	TAKS, TAKS-M, TAKS-ACC and TAKS-Alt	Baseline: 2008-2009 TAKS Scores Target: Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall Or Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall Or Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall Or Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall Or Tier V Compare 2008-2009 and 2009-	Tier I \$ 1,500 Or Tier II \$ 1,250 Or Tier III \$ 1,000 Or Tier IV \$ 750 Or Tier V \$ 550
	Subject: ALL				

				<p>2010 TAKS Scores 7% increase overall</p> <p>Or</p> <p>Tier VI Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase overall</p> <p>Or</p> <p>Tier VII Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall</p>	<p>Or</p> <p>Tier VI</p> <p>\$ 350</p> <p>Or</p> <p>Tier VII</p> <p>\$ 250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
47	Grade(s): 9th			<p>Baseline:</p> <p>2008-2009 TAKS Scores</p> <p>Target:</p> <p>Tier I Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall</p> <p>Or</p> <p>Tier II Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall</p> <p>Or</p> <p>Tier III Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall</p> <p>Or</p> <p>Tier IV Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall</p> <p>Or</p> <p>Tier V Compare 2008-2009 and 2009-2010 TAKS Scores 7% increase overall</p>	<p>Tier I</p> <p>\$ 1,500</p> <p>Or</p> <p>Tier II</p> <p>\$ 1,250</p> <p>Or</p> <p>Tier III</p> <p>\$ 1,000</p> <p>Or</p> <p>Tier IV</p> <p>\$ 750</p> <p>Or</p> <p>Tier V</p> <p>\$ 550</p> <p>Or</p> <p>Tier VI</p>
	Subject: All				
		<input type="checkbox"/> Individual	TAKS, TAKS-M, TAKS-ACC and TAKS-Alt		

				<p>2010 TAKS Scores 5% increase overall</p> <p>Or</p> <p>Tier VII</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall</p>	<p>Or</p> <p>Tier VII</p> <p>\$ 250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
47	Grade(s): 11th			<p>Baseline:</p> <p>2008-2009 TAKS Scores</p> <p>Target:</p> <p>Tier I</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 30+% increase overall</p> <p>Or</p> <p>Tier II</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 20% increase overall</p> <p>Or</p> <p>Tier III</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 15% increase overall</p> <p>Or</p> <p>Tier IV</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 10% increase overall</p> <p>Or</p> <p>Tier V</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 7% increase overall</p> <p>Or</p> <p>Tier VI</p> <p>Compare 2008-2009 and 2009-2010 TAKS Scores 5% increase overall</p>	<p>Tier I</p> <p>\$ 1,500</p> <p>Or</p> <p>Tier II</p> <p>\$ 1,250</p> <p>Or</p> <p>Tier III</p> <p>\$ 1,000</p> <p>Or</p> <p>Tier IV</p> <p>\$ 750</p> <p>Or</p> <p>Tier V</p> <p>\$ 550</p> <p>Or</p> <p>Tier VI</p> <p>\$ 350</p> <p>Or</p> <p>Tier VII</p>
	Subject: All				

				Or Tier VII Compare 2008-2009 and 2009-2010 TAKS Scores 1-4% increase overall	\$ 250 All award amounts listed above include TRS benefits and Tax Deductions
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3rd – 11th - Teachers in each core content TAKS assessed area that have current baseline scores in TAKS of 90% or Higher comparing 2008-2009 and 2009-2010 overall percentage. Award Amount \$3,000 including benefits – for all campuses.

3rd – 11th - Teachers in each core content TAKS assessed area that have current baseline scores in TAKS between 80% and 89% comparing 2008-2009 and 2009-2010 overall percentage. Award Amount \$2,000 including benefits – for all campuses.

3rd – 11th - Teachers in each core content TAKS assessed area that have current baseline scores in TAKS between 70% and 79% comparing 2008-2009 and 2009-2010 overall percentage. Award Amount \$1,000 including benefits – for all campuses.

Teachers are eligible for only one Tier Level Incentive award based on the percentage increase from comparing 2008-2009 and 2009-2010 TAKS scores unless they have current baseline scores in TAKS of 70% or Higher in which case they are eligible to receive a set award amount and qualify for one Tier Level incentive based on their percentage increase as applicable.

Teachers teaching multiple subjects will be measured on an individual basis through an overall average of core content TAKS assessed area comparing 2008-2009 and 2009-2010 overall percentage.

Teachers with less than 20 students assessed in TAKS are excluded from Part I. In order to qualify for Part I award amounts a teacher must have had a minimum of 20 students in the annual assessment of TAKS 1st administration (TAKS, TAKS ACC, or TAKS-M). Teachers excluded from Part I will be considered for Part II based on their results in the annual assessment of TAKS 1st administration (TAKS, TAKS ACC, or TAKS-M) based on Part II criteria.

All TAKS grade level teachers qualify for Part I providing they have met the established criteria (1st Administration TAKS results) otherwise, they qualify for Part II providing they have met the established criteria (1st Administration TAKS results).

Exceptions:

Special Ed. Self-contained teachers of record with more than 10 students, but less than 20 testing TAKS areas qualify for Part I providing they have met the established criteria. Otherwise, they qualify for Part II providing they have met the established criteria.

Special Ed. Self-contained teachers of record with less than 10 students assessed in TAKS will qualify for Part II providing they have met the established criteria.

Regular Classroom teachers of record (Class-size reduction) who teach all subjects (Self-Contained) and are responsible for all TAKS areas having less than the 20 students, but more than 10 required for the grant qualify for Part I providing they have met the established criteria. Otherwise, they qualify for Part II providing they have met the established criteria.

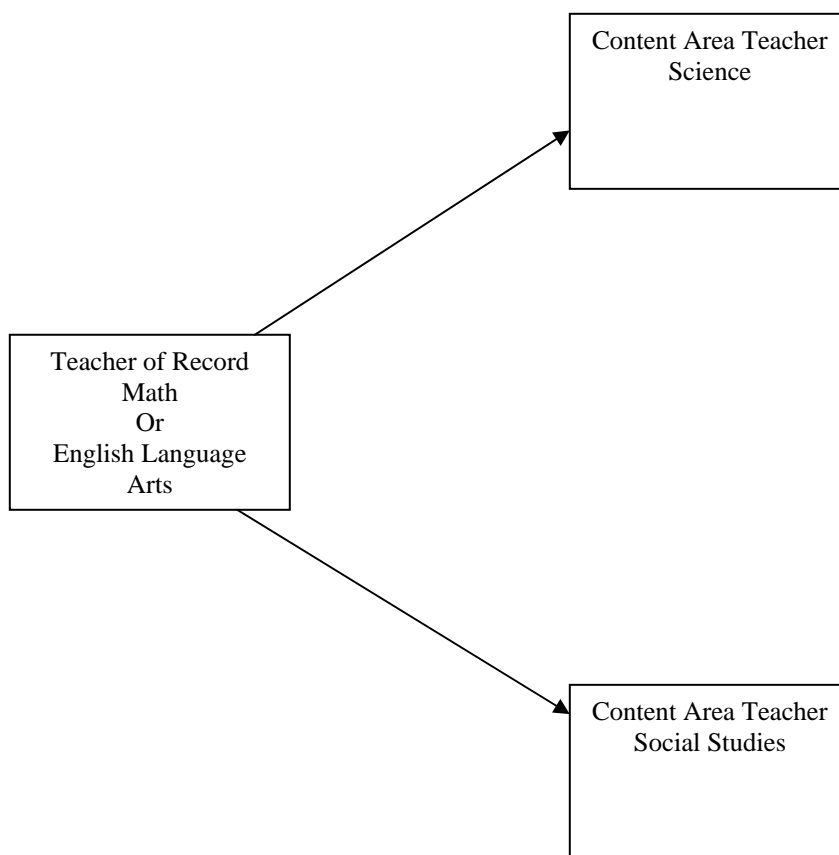
Class-size reduction teachers, excluding pull-outs, qualify for Part I providing they have met the established criteria otherwise, they qualify for Part II providing they have met the established criteria.

Class-size reduction teachers (Pull-outs), qualify for Part I proving they have met the established criteria otherwise, they qualify for Part II providing they have met the established criteria. DDA documentation required (Report identifying students TAKS scores for the class-size reduction teacher).

If a core area TAKS Teacher is reassigned to a different TAKS grade level then their TAKS scores for 2009 – 2010 will be compared to the 2008 – 2009 Campus Average in that subject area. To qualify for Part I there would need to be an Improvement of 1% or more. Otherwise, the individual may qualify for Part II providing they meet grant criteria.

Linkage System

The linkage system seeks to provide a fair and equitable distribution of funds in grade levels that are departmentalized or semi-departmentalized and core content non-TAKS assessed areas that are exclusive to 3rd – 5th grade Elementary School/6th and 7th grade Middle School. Teachers that qualify for Linkage will receive 50% of the award amount received by the teacher of record. Science Teachers will Link to the Math Teacher of record and the Social Studies Teachers will link to the English Language Arts Teacher of record.



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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4D –Program Description: District Award Plan: Part I Funds - Principal Awards

This page may be duplicated as many times as needed to provide all information required for each district award plan goal.

District Award Plan: Part I – Principal Awards: Describe criteria used - Must be quantifiable and address the following: student academic improvement; and/or Student academic growth; and/or Student achievement

Acceptable Data Sources/Measures: TAKS, TAKS I, TAKS M, TPRI (if waiver has been submitted), ITBS/Logramos, Aprenda, Student Portfolios, Local Benchmark Assessments, End-of-Year Assessments, Value Added Assessments, Campus ratings, Others possible.* **Unacceptable Data Sources/Measures:** Teacher Attendance, Student Attendance, PDAS, SDAA, SDAA II.

# of Principals	Assessment Instrument	Principal Criteria* (Include baseline and target as applicable)	Award Amount**
29	AEIS Preliminary Report Reflecting TAKS 1 st Administration Data Results 2009 - 2010	<p>Baseline:</p> <p>Tier I Campus received an "Exemplary" state accountability rating. Or Tier II Campus received a "Recognized" state accountability rating. Or Tier III Campus received an "Acceptable" state accountability rating.</p> <p>Target: Recognized or Exemplary Status</p>	<p>Tier I \$3,500 Or Tier II \$2,000 Or Tier III \$1,000</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

Principals that already have "Exemplary Status" and maintain a campus rating of "Exemplary Status" for 2009 – 2010 award amount \$3,500 including benefits.

For Principals in Part I – For eligibility requirements campuses cannot go down in rating.

Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.

<p>For TEA Use Only Adjustments and/or annotations made on this page have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p><u>240901</u> County District No.</p> <p><u>1</u> Amendment No.</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4E–Program Description: Contingency Plan, Part I Funds

Contingency plan Part I funds – Describe how un-awarded Part I funds will be redistributed.
*Note: Please remember to specify teacher type and whether teachers leaving the district or campus during the implementation school year will receive an award. You may consider caps, limits, and tiered approaches. (These funds **cannot** be used for professional development and must be redistributed to Part I eligible teachers who met the criteria). Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).*

- The district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria.*
- The district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria, in the below rank order, until all remaining funds are distributed. Provide the rank order below.*
- The district will redistribute un-awarded Part I funds to Part II (allowable only if 60:40 ration is maintained). *NOTE: A minimum of 60% of the DATE Grant funds must remain in Part I that may be distributed to eligible Part I recipients before this option may be selected.**
- Other*

The individual must have met their original plan criteria in the first place to even be considered for redistributed funds.

1. Teachers with Perfect Attendance 100% for school year 2009-2010 will receive un-awarded Part I funds not to exceed \$2,500.00. (Only In-school district business, out-school district business, jury duty, **military leave** and district mandated absence due to the H1N1 health concerns will not exclude teachers from perfect attendance. However, documentation is required. In addition, if the absence is due to the health concern of H1N1 then a doctors' excuse will be required documentation verifying that the absence was due to the diagnoses of H1N1.)
2. If budgeted amount for teachers in Part I remain then the district will redistribute un-awarded Part I funds equally among all teachers in Part I that met the required plan criteria not to exceed \$5,000.00 and local funds will not be used.

Grantee may not add positions not already listed in the incentive plan.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4F–Program Description: Additional Awards, Part II Funds

Part II Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

Potential Staff Positions: Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district

Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
56	Assistant Principals/ Career Academy Deans	NA	<p align="center">Baseline:</p> <p align="center">Tier I Campus received an "Exemplary" state accountability rating. Or Tier II Campus received a "Recognized" state accountability rating. Or Tier III Campus received an "Acceptable" state accountability rating.</p> <p align="center">Target: Recognized or Exemplary Status</p> <p>Assistant Principals that already have "Exemplary Status" and maintain a campus rating of "Exemplary Status" for 2009 – 2010 award amount \$1,000 including benefits.</p> <p>For Asst. Principals/Career Academy Deans in Part II – For eligibility requirements campuses cannot go down in rating.</p> <p>Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.</p>	<p align="center">Tier I \$1,000 Or Tier II \$750 Or Tier III \$500</p> <p align="center">All award amounts listed above include TRS benefits and Tax Deductions</p>

65	Counselors	NA	Provides 20 hours (within a 40 work week) of mentoring and/or counseling per selected student (at least 3 or more). Sessions are documented through sign-in logs during the school year.	\$175 All award amounts listed above include TRS benefits and Tax Deductions
15	Campus Literacy Coaches	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
32	Nurses	NA	Provides all monthly Nursing Summary Reports (12) for 2009 – 2010.	\$175 All award amounts listed above include TRS benefits and Tax Deductions
1	Director for VMT Comm. And Fine Arts	NA	<p>Baseline:</p> <p>Tier I Campus received an "Exemplary" state accountability rating.</p> <p>Or</p> <p>Tier II Campus received a "Recognized" state accountability rating.</p> <p>Or</p> <p>Tier III Campus received an "Acceptable" state accountability rating.</p> <p>Target: Recognized or Exemplary Status</p> <p>For Director for VMT Comm. And Fine Arts in Part II – For eligibility requirements campuses cannot go down in rating.</p> <p>Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary</p>	<p>Tier I \$750</p> <p>Or</p> <p>Tier II \$500</p> <p>Tier III \$250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.	
1	Assistant Principal at VMT Comm. And Fine Arts	NA	<p>Baseline:</p> <p>Tier I Campus received an "Exemplary" state accountability rating. Or</p> <p>Tier II Campus received a "Recognized" state accountability rating. Or</p> <p>Tier III Campus received an "Acceptable" state accountability rating.</p> <p>Target: Recognized or Exemplary Status For Assistant Principal at VMT Comm. And Fine Arts in Part II – For eligibility requirements campuses cannot go down in rating.</p> <p>Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.</p>	<p>Tier I \$750 Or Tier II \$500 Tier III \$250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
1	Director for Health\Science Magnet	NA	<p>Baseline:</p> <p>Tier I Campus received an "Exemplary" state accountability rating. Or</p> <p>Tier II Campus received a "Recognized" state accountability rating. Or</p> <p>Tier III Campus received an "Acceptable" state accountability rating.</p> <p>Target: Recognized or Exemplary Status For Director for Health\Science Magnet in Part II – For eligibility requirements</p>	<p>Tier I \$750 Or Tier II \$500 Tier III \$250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			<p>campuses cannot go down in rating.</p> <p>Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.</p>	
1	Coordinator for Engineering Magnet	NA	<p>Baseline:</p> <p>Tier I Campus received an "Exemplary" state accountability rating. Or</p> <p>Tier II Campus received a "Recognized" state accountability rating. Or</p> <p>Tier III Campus received an "Acceptable" state accountability rating.</p> <p>Target: Recognized or Exemplary Status</p> <p>For Coordinator for Engineering Magnet in Part II – For eligibility requirements campuses cannot go down in rating.</p> <p>Example: If a campus is Exemplary the campus cannot fall to Recognized status. Therefore, if a campus falls from exemplary to recognized status or from recognized to acceptable the principals and/or asst. principals/career academy deans will be considered for only Tier III.</p>	<p>Tier I \$750 Or</p> <p>Tier II \$550 Or</p> <p>Tier III \$250</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

*Districts must consider whether award amounts listed above include TRS benefits.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4F–Program Description: Additional Awards, Part II Funds

Part II Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

Potential Staff Positions: Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district

Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
37	Pre-K 3 Teachers	NA	<p align="center">Tier I</p> <p align="center">90+% of teachers individual students developed in comprehension Pre-IPT in Spanish (level C or Above), English (level B or Above) by EOY 2010</p> <p align="center">Or</p> <p align="center">Tier II</p> <p align="center">80% of teachers individual students developed in comprehension Pre-IPT in Spanish (level C or Above), English (level B or Above) by EOY 2010</p> <p align="center">Or</p> <p align="center">Tier III</p> <p align="center">70% of teachers individual students developed in comprehension Pre-IPT in Spanish (level C or Above), English (level B or Above) by EOY 2010</p>	<p align="center">Tier I \$450</p> <p align="center">Or</p> <p align="center">Tier II \$250</p> <p align="center">Or</p> <p align="center">Tier III \$175</p> <p align="center">All award amounts listed above include TRS benefits and Tax Deductions</p>
50	Pre-K 4 Teachers	NA	<p align="center">Tier I</p> <p align="center">90+% of teachers individual students developed in comprehension C-PALLS in alphabet/letter recognition (task) (Satisfactory – Green) EOY 2010</p> <p align="center">Or</p> <p align="center">Tier II</p> <p align="center">80% of teachers individual students developed in comprehension C-PALLS in alphabet/letter recognition (task)</p>	<p align="center">Tier I \$450</p> <p align="center">Or</p> <p align="center">Tier II \$250</p> <p align="center">Or</p>

			(Satisfactory – Green) EOY 2010 Or Tier III 70% of teachers individual students developed in comprehension C-PALLS in alphabet/letter recognition (task) (Satisfactory – Green) EOY 2010	Tier III \$175 All award amounts listed above include TRS benefits and Tax Deductions
297	K – 2 nd Grade Teachers	NA	Tier I 90+% of teachers individual students developed by EOY 2009-2010 TPRI/Tejas Lee Or Tier II 80% of teachers individual students developed by EOY 2009-2010 TPRI/Tejas Lee Or Tier III 70% of teachers individual students developed by EOY 2009-2010 TPRI/Tejas Lee **Kinder Teachers • TRPI Results 4/5 or better is considered developed on grade level. Tejas Lee 5/6 or better is considered developed on grade level. **1st & 2nd Grade Teachers • TRPI Results 6/8 or better is considered developed on grade level. • Tejas Lee 5/6 or better is considered developed on grade level.	Tier I \$450 Or Tier II \$250 Or Tier III \$175 All award amounts listed above include TRS benefits and Tax Deductions
18	Diagnostician	NA	Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain Or Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation). ** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.	\$175 All award amounts listed above include TRS benefits and Tax Deductions
30	Librarians	NA	Circulation Report, Sign-in Logs: for two consecutive six week periods.	\$175 All award amounts listed above include TRS benefits and

5	Bilingual Teacher Resource Strategist	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>Tax Deductions \$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
5	ESL Teacher Resource Strategist	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
1	Dyslexia Assessor Teacher	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
34	Technology Campus Trainer	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	
37	Elementary P.E. Teachers	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
1	TEEM Teacher	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
167	All Special Education Teachers Elementary, Middle, and High School	NA	<p>50% or More students that met passing standard on TAKS 2008-2009 and 2009-2010 TAKS Scores when averaged.</p> <p>Or</p> <p>If teacher does not assess TAKS</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			<p>evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	
132	All Special Education Teacher Aides Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
10	Dyslexia 504 Teachers	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

*Districts must consider whether award amounts listed above include TRS benefits.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4F–Program Description: Additional Awards, Part II Funds

Part II Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

Potential Staff Positions: Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district

Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
9	Dyslexia 504 Teacher Aides	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
2	ITV Teachers	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
33	Class Size Reduction Teachers	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS</p>	\$175 All award amounts listed

			<p>(Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	above include TRS benefits and Tax Deductions
244	3 rd , 4 th , and 5 th Grade Core Academic Teachers	NA	Minimum of 50% or More students that met 2100 scale score on TAKS comparing 2008-2009 and 2009-2010 TAKS Scores overall percentage.	\$175 All award amounts listed above include TRS benefits and Tax Deductions
218	6 th , 7 th , and 8 th Grade Core Academic Teachers	NA	Minimum of 50% or More students that met 2100 scale score on TAKS comparing 2008-2009 and 2009-2010 TAKS Scores overall percentage.	\$175 All award amounts listed above include TRS benefits and Tax Deductions
209	9 th , 10 th , and 11 th Grade Core Academic Teachers	NA	Minimum of 50% or More students that met 2100 scale score on TAKS comparing 2008-2009 and 2009-2010 TAKS Scores overall percentage.	\$175 All award amounts listed above include TRS benefits and Tax Deductions
15	P.E. Teachers Middle School	NA	<p>Tier I Increase of 7% in Fitness Gram testing.</p> <p>Or</p> <p>Tier II Increase of 5% in Fitness Gram testing.</p> <p>Or</p> <p>Tier III Increase of 2% in Fitness Gram testing</p>	<p>Tier I \$175</p> <p>Or</p> <p>Tier II \$150</p> <p>Or</p> <p>Tier III \$75</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
52	Fine Arts Teachers Elementary, Middle and High School	NA	Performs at least one 30 minute (or longer) art/music lesson/activity at a minimum of 3 family nights by the end of the school year 2009 - 2010	\$175 All award amounts listed above include TRS benefits and Tax Deductions

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4F–Program Description: Additional Awards, Part II Funds

Part II Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

Potential Staff Positions: Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district

Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
85	Computer Literacy, Keyboarding, Business, Technology Applications, Vocational and Computer Repair Teachers in Elementary, Middle and High Schools "CTE Teachers"	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
76	Read 180, Spanish, Writing Skills, ESL, Speech, Health, Homebound, ROTC, and Plato Teachers in Elementary, Middle and High Schools	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
8	In School Suspension Teachers in Elementary, Middle	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS</p>	\$175 All award amounts listed

	and High Schools		<p>(Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	above include TRS benefits and Tax Deductions
22	P.E. Teacher in High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
3	Class Size Reduction Teachers in High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
92	Campus, Bilingual, Secretaries, Secretary/Bookkeeper, and Bookkeepers in Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			(Summative Annual Evaluation). ** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.	
194	Custodians in Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
31	Head Custodians Elementary, Middle, and High School	NA	<p>Conducts meetings with custodial staff at least once a month as documented And</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions

<p>For TEA Use Only Adjustments and/or annotations made on this page have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p><u>240901</u> County District No.</p> <p><u>1</u> Amendment No.</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4F–Program Description: Additional Awards, Part II Funds

Part II Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

Potential Staff Positions: Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district

Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
378	Teacher Aides in Elementary, Middle, and High School	NA	<p>Provides bi-weekly tutoring (lasting no less than 40 minutes) to no less than two at-risk students (identified by the lead teacher) to improve skills and academic achievement for at least six consecutive weeks</p> <p align="center">And</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p align="center">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
220	Food Service Assistant I, II, and III in Elementary, Middle and High School	NA	<p>Earns an 85% or higher cafeteria cleanliness passing rate on kitchen health and safety inspection/evaluation bi-monthly for no less than 24 weeks during the school year</p> <p align="center">And</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			<p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	
39	Computer Lab, CEI Lab Manager in Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
1	Licensed Vocational Nurse	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
24	Health Assistant	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p style="text-align: center;">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

			** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.	
2	Classroom Health Assistant	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
14	Registrars and Assistant Registrars in Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
42	Head Attendance Clerk, Attendance Clerk in Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4F–Program Description: Additional Awards, Part II Funds

Part II Additional Awards – Describe how incentives will be awarded to staff demonstrating excellence through job-related performance criteria.

Potential Staff Positions: Classroom teachers, Counselors, Principals Assistant Principals, Speech Therapists, Instructional Coaches, Teacher Aides, Nurses Librarians, Custodial Staff, Cafeteria Workers, and other campus personnel who may have contributed to increased student achievement, funding may not be used for athletics.

Check if NOT applicable for the district

Check if District Wide

Number of Positions	Position Type	Campus Name	Staff Criteria	Award Amount \$
22	Attendance Officer in Elementary, Middle, and High School	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p align="center">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions
33	Library Aides and Library Clerks in Elementary, Middle, and High School	NA	<p>Holds bi-weekly after-school (Extended Library Hours) for struggling readers within their 40hr. work week for one consecutive six weeks (Sign-in Logs)</p> <p align="center">And</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 – 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p align="center">Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 – 2009 district approved evaluation instrument (Summative Annual Evaluation).</p>	\$175 All award amounts listed above include TRS benefits and Tax Deductions

			** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.	
26	Parental Liaison	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>
527	Professional and Para-Professional Campus based staff	NA	<p>Receives an above satisfactory end-of-year evaluation with no marks "below expectations" on 2008 - 2009 PDAS (Summative Annual Appraisal) indicators in any domain</p> <p>Or</p> <p>Receives an above satisfactory end-of-year evaluation with no marks "below expectation" on any other 2008 - 2009 district approved evaluation instrument (Summative Annual Evaluation).</p> <p>** If teacher is currently on PDAS waiver then waiver and 2009-2010 PDAS (Summative Annual Evaluation) Required.</p>	<p>\$175</p> <p>All award amounts listed above include TRS benefits and Tax Deductions</p>

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4F–Program Description: District Award Plan Part II Funds– Additional Stipends and Activities

Part II: Additional Activities – Professional Development, Stipends, Data Capacity

Part II Additional Activities	Budgeted Amount
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Check if NOT applicable for district

<p>1) Ongoing applied professional growth - Reimbursement of funds that allow district to re-examine and restructure a campus school schedule to provide time during the regular school day for teachers to collaborate, receive professional development and learn new instructional strategies to become more effective teachers.</p>	\$
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Describe use of funds:

<p>2) Stipends to:</p>	Total
# of mentor teachers _____, \$ _____ per mentor teacher	\$
# of master teachers _____, \$ _____ per master teachers	\$
# of teacher coaches _____, \$ _____ per teacher coaches	\$

Describe use of stipends (Need, focus, responsibilities, etc.)

<p>Recruitment and Retention Stipends for Teachers</p> <p style="padding-left: 20px;"># of teachers _____, \$ _____ per teacher</p> <p>Need being addressed:</p> <p><input type="checkbox"/> Critical shortage subject areas Subject area _____</p> <p><input type="checkbox"/> Subject areas with high percentages of out-of-field assignments</p> <p><input type="checkbox"/> Certified and teaching in their main subject area</p>	\$
<p>Recruitment and Retention Stipends for Principals with proven record of success for improving student performance.</p> <p style="padding-left: 20px;"># of principals _____, \$ _____ per Principal stipend</p>	\$

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p><u>240901</u> County District No.</p> <p><u>1</u> Amendment No</p>
<p align="center">District Awards for Teacher Excellence (DATE), Cycle 1, Continuation</p>		
<p align="center">Schedule #4F–Program Description: District Award Plan Part II Funds– Additional Activities</p>		
<p>Part II: Additional Activities – Professional Development, Stipends, Data Capacity</p>	<p align="center">Budgeted Amount</p>	
<p>3) <i>Increasing local data capacities to support instruction and accountability</i> - Enable districts to design, develop, and implement data systems to efficiently and accurately manage, analyze, disaggregate, and use individual student to teacher data (value-added). An improved data system should assist a district in generating and using accurate and timely data to meet reporting requirements; support decision-making at the district, campus, and classroom levels; and facilitate research needed to eliminate achievement gaps and improve learning of all students.</p>	<p align="center">\$</p>	
<p><i>Describe use of funds:</i></p>		

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**District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #4G–Program Description: Contingency Plan Part II Funds**

Contingency plan Part II funds – Describe how un-awarded Part II funds will be redistributed.
Note: Please remember to specify teacher/staff type and whether teachers/staff leaving the district or campus during the implementation school year will receive an award. You may consider caps, limits, and tiered approaches.
Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

- Any remaining un-awarded Part II funds will be applied to Part I. The funds will be redistributed in accordance with the Part I contingency plan.
- The district will redistribute un-awarded Part II funds equally among all teachers and staff in Part II that met the required plan criteria.
- Funds for improving local data capacity. Provide description.*
- Professional development for student achievement.*
- Mentor/master teacher stipends.*
- Other (please describe):*

Part II funds if necessary will be used to cover additional amounts needed for Part I criteria if Part I funds are insufficient to cover teachers and principals qualifying for Part I funds.

The individual must have met their original plan criteria in the first place to even be considered for redistributed funds.

1. Teachers with Perfect Attendance 100% for school year 2009-2010 will receive un-awarded Part II funds not to exceed \$2,500.00. (Only In-school district business, out-school district business, jury duty, military leave and district mandated absence due to the H1N1 health concerns will not exclude teachers from perfect attendance. However, documentation is required. In addition, if the absence is due to the health concern of H1N1 then a doctors' excuse will be required documentation verifying that the absence was due to the diagnoses of H1N1.)

2. If budgeted amount for teachers and staff in Part II remain then the district will redistribute un-awarded Part II funds equally among all teachers and staff in Part II that met the required plan criteria not to exceed \$3,000.00 and local funds will not be used.

*** If costs were not previously budgeted, an amendment is required before funds can be redistributed.**

*** Grantee may not add positions not already listed in the incentive plan.**

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #4H–Program Description: Project Management

Component Description Responses are limited to the space provided, front side only, with a font size no smaller than 9 point (Arial or Verdana).

Management of Grant Activities

Grant Writer/Research Analyst – Program Planning/Implementation, Grant Application Development, Payroll, Stakeholder Meetings, Committee Meetings, Technical Assistance Workshops, Presentations, Q&A, Monitoring, Reporting and Compliance.

Executive Director for Administrative Compliance and Accountability - Program Planning/Implementation, Monitoring, Reporting and Compliance.

Director for Secondary Education – Program Planning/Implementation, Monitoring, Reporting and Compliance.

Director for Elementary Education – Program Planning/Implementation, Monitoring, Reporting and Compliance.

Finance Manager – Program planning, Implementation and formative and summative program evaluation.

Chief Financial Officer – Budgetary Compliance.

Director for Instructional Technology – Program Management, Data Capacity, Administrative Support and Reporting.

Campus Principals, teachers and para-professional staff – Program Implementation.

Director for Federal Programs – Program Compliance.

Federal Programs Coordinator - Program Planning/Implementation, Grant Application Development, Payroll, Stakeholder Meetings, Committee Meetings, Technical Assistance Workshops, Presentations, Q&A, Monitoring, Reporting and Compliance.

Grant Personnel Qualifications

The Grant Personnel qualifications are as follows:

- Program Planning/Implementation, Grant Application Development, Payroll, Stakeholder Meetings, Committee Meetings, Technical Assistance Workshops, Presentations, Q&A, Monitoring, Reporting and Compliance.
- Mentoring, Advisement and Enrichment.
- Ensure that all participants are provided prescriptive and differentiated academic support.
- Provide for Communication amongst campus and district personnel.
- Provide stakeholder meetings, campus presentations and progress reporting.

The Grant Writer/Research Analyst is a highly qualified administrator and serves as the district's Grant Writer/Research Analyst and has the qualifications to ensure that all grant requirements are applicable to the project goals and objectives. The Grant Writer/Research Analyst will coordinate and review the activities under the guidance and the direction of the Director for Federal programs, finance department, purchasing, campus administration and the Executive Director for Accountability and Compliance. All required grant reporting will be done in coordination with the campus contact person (facilitator/administrator) and the district's Grant Writer/Research Analyst.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #5– Program Budget Summary

<p>Program Authority: House Bill 1, General Appropriations Act, Article III, Texas Legislature</p>	<p>Fund Code/Shared Services Arrangement Code</p> <p>429</p>
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Year 1 Project Period: September 1, 2009 through February 28, 2011

Class/Object Code and Description			Program Costs		Admin Costs (*Max 5%)	Total Budget
			Part I (Min 60%)	Part II (Max 40%)		
Payroll Costs	5B	6100	\$1,057,504	\$702,850		\$1,760,354
Professional and Contracted Services	5C	6200				
Supplies and Materials	5D	6300				
Other Operating Costs	5E	6400		\$2,152		\$2,152
Debt Service	5F	6500				
Capital Outlay (Exclusive of 6619 and 6629)	5G	6600				
Building Purchase, Construction, or Improvements	5H	6629				
Total Direct Costs:			\$1,057,504	\$705,002		\$1,762,506
% Indirect Costs						

Total Budgeted Costs:	\$1,057,504	\$705,002		\$1,762,506
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Administrative Cost Calculation (*Must be taken from Part II)

Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs	
Multiply by 0.05 (5% limit)	X
Enter Maximum Allowable for Administration from Part II Funds Only	
Part 1 Calculation (Min 60%): The amount above under Part 1 cannot be less than the amount listed here.	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x .60=	\$1,057,504
Part 2 Calculation 40% or 35% if administrative costs are taken:	
Enter total amount from Schedule #5 Budget Summary, Last Column, Total Budgeted Costs x .40 or .35=	\$705,002

Districts receiving funds under this initiative must limit administrative expenses, including indirect costs, to five percent (5%) of the total amount received under this application.

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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #5B—Payroll Costs (6100)

Budgeted Costs

	Employee Position Titles	#FTE's	Program Costs		Admin Costs (*Part 2 Only)	Total Budget
			Part I (Min 60%)	Part II (*Max 40%)		
Part 1 Award Payments						
1	Classroom Teachers	637	\$955,500			\$956,004
2	Principals	29	\$101,500			\$101,500
Part 2 Additional Awards						
3	Assistant Principals/Career Academy Deans	56		\$56,000		\$56,000
4	Counselors	65		\$11,375		\$11,375
5	Campus Literacy Coaches	15		\$2,625		\$2,625
6	Nurses	32		\$5,600		\$5,600
7	Director for VMT Comm. and Fine Arts	1		\$750		\$750
8	Assistant Principal at VMT Comm. And Fine Arts	1		\$550		\$550
9	Director for Health/Science Magnet	1		\$750		\$750
10	Coordinator for Engineering Magnet	1		\$550		\$550
11	Pre-K 3 Teachers	37		\$16,650		\$16,650
12	Pre-K 4 Teachers	50		\$22,500		\$22,500
13	K-2 nd Grade Teachers	297		\$51,975		\$51,975
14	Diagnostician	18		\$3,150		\$3,150
15	Librarians	30		\$5,250		\$5,250
16	Bilingual Teacher Resource Strategist	5		\$875		\$875
17	ESL Teacher Resource Strategist	5		\$875		\$875
18	Dyslexia Assessor Teacher	1		\$175		\$175
19	Technology Campus Trainer	34		\$5,950		\$5,950
20	Elementary P.E. Teachers	37		\$6,475		\$6,475
21	TEEM Teacher	1		\$175		\$175
22	Special Education Teacher	160		\$28,000		\$28,000
23	Special Education Teacher Aides	130		\$22,750		\$22,750
24	Dyslexia 504 Teachers	10		\$1,750		\$1,750
25	Dyslexia 504 Teacher Aides	9		\$1,575		\$1,575
18	ITV Teachers	2		\$350		\$350
19	Class Size Reduction	33		\$5,775		\$5,775
20	Teachers 3 rd through 11 th Grade	665		\$116,375		\$116,375
21	P.E. Teacher Middle School	15		\$2,625		\$2,625
22	Fine Arts Teachers	52		\$9,100		\$9,100
23	CTE Teachers	85		\$14,875		\$14,875
24	Elective Teachers	76		\$13,300		\$13,300

25	In School Suspension Teachers	8		\$1,400		\$1,400
26	P.E. Teachers High School	22		\$3,850		\$3,850
27	Campus, Bilingual Secretaries, Secretary/Bookkeeper/	92		\$16,100		\$16,100
28	Custodians	194		\$33,950		\$33,950
29	Head Custodians	31		\$5,425		\$5,425
30	Teacher Aides	378		\$66,150		\$66,150
31	Food Services Assistants	220		\$38,500		\$38,500
32	Computer Lab and CEI Lab Managers	39		\$6,825		\$6,825
33	Licensed Vocational Nurse	1		\$175		\$175
34	Health Assistant	24		\$4,200		\$4,200
35	Classroom Health Assistant	2		\$350		\$350
36	Registrars and Assistant Registrars	14		\$2,450		\$2,450
37	Head Attendance Clerk/Attendance Clerk	42		\$7,350		\$7,350
38	Attendance Officer	22		\$3,850		\$3,850
39	Library Aides/Library Clerks	33		\$5,775		\$5,775
40	Parental Liaisons	26		\$4,550		\$4,550
41	Professional and Para-Professional Campus based staff	527		\$92,225		\$92,225
Other Employee Positions						
	Title:					
	Title:					
	Title:					
	Title:					
	Subtotal Employee Costs		\$1,057,000	\$702,850		\$1,759,850
Substitute, Extra-Duty						
26	6112	Substitute Pay				
27	6119	Professional Staff Extra-Duty Pay				
28	6121	Support Staff Extra-Duty Pay				
Benefits						
29	6140	Estimated TRS, Employee Benefits	\$504			
30	Subtotal Substitute, Extra-Duty, Benefits Costs					
31	Grand Total Payroll Budget (line 28 + line 33)		\$1,057,504	\$702,850		\$1,760,354

<p style="text-align: center;">For TEA Use Only</p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p><u>240901</u> County District No.</p> <p style="text-align: center;"><u>1</u> Amendment No</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #5C - Professional and Contracted Services (6200)

Budgeted Costs					Program Costs		Admin Costs (*Part 2 Only)	Total Budget
Class/Object Code and Description				Part I (Min 60%)	Part II (*Max 40%)			
6200	Services Provided by Internal Service Fund							
6211	Legal Services							
6212	Audit Services (OMB Circular, A-133 Audits)							
6219	Professional/Consulting Services							
	#	Topic or Area Addressed	Payment					
	1							
	2							
	3							
	4							
	5							
	6							
	7							
8								
6220	Staff Tuition (6221/6222/6223/6229)							
6239	Education Service Center Services							
	<input type="checkbox"/> Data Processing Services		<input type="checkbox"/> Curriculum Development					
	<input type="checkbox"/> Evaluation Services		<input type="checkbox"/> Staff Development					
	<input type="checkbox"/> Media Services		<input type="checkbox"/> Other Services					
6249	Contracted Maintenance and Repair of Equipment							
6259	Utilities							
6269	Rental/Lease of Equipment or Building Space							
	#	Type of Equipment/Space	Purpose	Rate and Calculation				
	1							
	2							
	3							
	4							
	5							
	6							
	7							
8								
6299	Miscellaneous Contracted Services							
Total								
Professional and Contracted Services Budget:								

<p align="center">For TEA Use Only</p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p><u>240901</u> County District No.</p> <p><u>1</u> Amendment No</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation

Schedule #5D - Supplies and Materials (6300)

Budgeted Costs

Class/Object Code and Description	Program Costs		Admin Costs (*Part 2 Only)	Total Budget
	Part I (Min 60%)	Part II (*Max 40%)		
6300 Supplies and Materials				
6310 Maintenance and/or Operations Supplies and Materials				
6320 Textbooks and Other Reading Materials (6321/6329)				
6339 Testing Materials (Data Materials)				
6340 District Food Service (6341/Food, 6342/Non-Food, 6349/Supplies)				
6390 General Supplies and Materials (Part II Activities Only)				

Subtotal

Program Supplies and Materials:

6399 Hardware and Equipment Not Capitalized

Computer Hardware Not Capitalized

#	Type	Purpose	Quantity				
1							
2							
3							
4							
5							
6							
7							
8							
9							

Other Equipment Not Capitalized

#	Type	Purpose	Quantity				
1							
2							
3							
4							
5							

Subtotal

Hardware and Equipment Not Capitalized:

Grand Total

Supplies and Materials Budget:

\$

<p>For TEA Use Only Adjustments and/or annotations made on this have been confirmed with _____ by telephone/FAX on _____ by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY Standard Application System (SAS)</p> <p>School Years 2009-2010, 2010-2011</p>	<p><u>240901</u> County District No.</p> <p><u>1</u> Amendment No</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #5E - Other Operating Costs (6400)

Class/Object Code and Description		Program Costs		Admin Costs (*Part 2 Only)	Total Budget
		Part I (Min 60%)	Part II (*Max 40%)		
Budgeted Costs					
6410 Travel, Subsistence, Stipends					
6410	Travel (6411/Employee, 6412/Student, 6419/Non-Employee)		\$2,152		\$2,152
	In-State Travel				
	Out-of-State Travel				
6411	Conferences/Workshops/Seminars/Registration Fees				
6413	Stipends to Non-Employees				
Subtotal					
Travel, Subsistence, Stipends:			\$2,152		\$2,152
6420 Insurance Costs					
6429	Property and Liability Insurance				
Subtotal					
Insurance Costs:					
6490 Miscellaneous Operating Costs					
6499	Bid Notices, Newspaper Advertisements, etc.				
	Food and Refreshments (non-District Food Services)				
	Incentives for Participation and Awards for Recognition				
	Membership Dues/Fees				
	Reimbursement of Tuition and Related Fees				
	Other Miscellaneous Operating Costs				
Subtotal					
Miscellaneous Operating Costs:					
Grand Total					
Other Operating Costs Budget:			\$2,152		\$2,152

Travel (6411/Employee, 6412/Student, 6419/Non-Employee) – This will be used for travel to Technical Assistance Workshops and Meetings regarding the D.A.T.E. Grant Planning and Implementation.

<p style="text-align: center;">For TEA Use Only</p> <p>Adjustments and/or annotations made on this have been confirmed with _____</p> <p>by telephone/FAX on _____</p> <p>by _____ of TEA.</p>	<p>TEXAS EDUCATION AGENCY</p> <p>Standard Application System (SAS)</p> <p>School Years 2009-2010,</p> <p>2010-2011</p>	<p><u>240901</u></p> <p>County District No.</p> <p><u>1</u></p> <p>Amendment No</p>
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District Awards for Teacher Excellence (DATE), Cycle 1, Continuation
Schedule #5G - Capital Outlay (6600)

Budgeted Costs					
Class/Object Code and Description	Quantity	Program Costs		Admin Costs (*Part 2 Only)	Total Budget
		Part I (Min 60%)	Part II (*Max 40%)		
6639	Software - \$5,000 or more per unit--Capitalized				
	Technology Hardware—List each item and the cost per item				
1	Item:				
	Purpose:				
	Purpose:				
	Technology Software—List each item and the cost per item				
2	Item:				
	Purpose:				
3	Item:				
	Purpose:				
	Other Capital Outlay \$5,000 or More				
4	Item:				
	Purpose:				
	Purpose:				
6649	Capital Assets – District Defined under \$5,000—Capitalized				
	Technology Hardware—under \$5,000 per unit—capitalized				
1	Item:				
	Purpose:				
2	Item:				
	Purpose:				
	Purpose:				
	Technology Software—under \$5,000 per unit—capitalized				
3	Item:				
	Purpose:				
4	Item:				
	Purpose:				
	Purpose:				
	Other Capital Assets under \$5,000				
5	Item:				
	Purpose:				
	Purpose:				
6669	Library Books and Library Media—Catalogued and Controlled by Library				
6	Purpose:				
	Capital Outlay Budget				



SCHEDULE #6A— GENERAL PROVISIONS & ASSURANCES	Standard Application System (SAS) School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

Statement of provisions and assurances for the program(s) in this application:

- A. Terms defined:** As used in these Provisions and Assurances,
- Contract means the entire document, and all of TEA's attachments, appendices, schedules (including but not limited to the General Provisions and the Special Provisions), amendments and extensions of or to the Standard Contract;
- Agency or TEA means the Texas Education Agency;
- Contractor means the party or parties to this contract other than Agency; including its or their officers, directors, employees, agents, representatives, consultants and subcontractors, and subcontractors' officers, directors, employees, agents, representatives and consultants;
- Project Administrator means the person representing Agency or Contractor, as indicated by the contract, for the purposes of administering the contract project;
- Contract Project means the purpose intended to be achieved through the contract of which these Provisions and Assurances are a part;
- Applicant means the same as Contractor;
- SAS means the Standard Application System of which the application document is a part;
- "Application" means the entire package submitted by the Applicant including the schedules contained in the application and so indicated on the General Information page of the application package;
- Amendment means an application that is revised in budget categories and/or in program activities. It includes both the original application and any subsequent amendments; or extensions thereto;
- Works means all tangible or intangible material, products, ideas, documents or works of authorship prepared or created by Contractor for or on behalf of TEA at any time after the beginning date of the Contract (Works includes but is not limited to computer software, data, information, images, illustrations, designs, graphics, drawings, educational materials, assessment forms, testing materials, logos, trademarks, patentable materials, etc.); and,
- Intellectual Property Rights means the worldwide intangible legal rights or interests evidenced by or embodied in: (a) any idea, design, concept, method, process, technique, apparatus, invention, discovery, or improvement, including any patents, trade secrets, and know-how; (b) any work of authorship, including any copyrights, moral rights or neighboring rights; (c) any trademark, service mark, trade dress, trade name, or other indicia of source or origin; (d) domain name registrations; and (e) any other similar rights. The Intellectual Property Rights of a party include all worldwide intangible legal rights or interests that the party may have acquired by assignment or license with the right to grant sublicenses.
- Grant means the same as Contract;
- Grantee means the same as Contractor;
- Grantor means the same as Agency; and
- DCC means the Document Control Center of Agency.
- B. Contingency:** This contract is executed by Agency subject to the availability of funds appropriated by legislative act for the purposes stated. All amendments and/or extensions or subsequent contracts entered into for the same or continued purposes are executed contingent upon the availability of appropriated funds. Notwithstanding any other provision in this contract or any other document, this contract is void upon appropriated funds becoming unavailable. In addition, this contract may be terminated by Agency at any time for any reason upon notice to Contractor. Expenditures and/or activities for which Contractor may claim reimbursement shall not be accrued or claimed subsequent to receipt of such notice from Agency. This contract may be extended or otherwise amended only by formal written amendment properly executed by both Agency and Contractor. No other agreement, written or oral, purporting to alter or amend this contract shall be valid.
- C. Contractor's Application:** Furnished to Agency in response to a request for application, is incorporated in this contract by reference for all necessary purposes. It is specifically provided, however, that the provisions of this contract shall prevail in all cases of conflict arising from the terms of Contractor's application whether such application is a written part of this contract or is attached as a separate document.

SCHEDULE #6A—cont. GENERAL PROVISIONS & ASSURANCES	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE) Continuation		

- D. Requirements, Terms, Conditions, and Assurances:** Which are stated in the Request for Application, in response to which Applicant is submitting this application, are incorporated herein by reference for all purposes although the current General Provisions shall prevail in the event of conflict. The instructions to the Standard Application System are incorporated herein by reference.
- E. Signature Authority; Final Expression; Superseding Document:** Applicant certifies that the person signing this application has been properly delegated this authority. The Contract represents the final and complete expression of the terms of agreement between the parties. The Contract supersedes any previous understandings or negotiations between the parties. Any representations, oral statements, promises or warranties that differ from the Contract shall have no force or effect. The Contract may be modified, amended or extended only by formal written amendment properly executed by both TEA and Contractor.
- F. State of Texas Laws:** In the conduct of the contract project, Contractor shall be subject to Texas State Board of Education and Commissioner rules pertaining to this contract and the contract project and to the laws of the State of Texas governing this contract and the contract project. This contract constitutes the entire agreement between Agency and Contractor for the accomplishment of the contract project. This contract shall be interpreted according to the laws of the State of Texas except as may be otherwise provided for in this contract.
- G. Monitoring:** Desk reviews or on-site monitoring reviews may be conducted by Agency to determine compliance with the approved application and the applicable statute(s), law(s), regulations, and guidelines.
- H. Sanctions for Failure to Perform or for Noncompliance:** If Contractor, in Agency's sole determination, fails or refuses for any reason to comply with or perform any of its obligations under this contract, Agency may impose such sanctions as it may deem appropriate. This includes but is not limited to the withholding of payments to Contractor until Contractor complies; the cancellation, termination, or suspension of this contract in whole or in part; and the seeking of other remedies as may be provided by this contract or by law. Any cancellation, termination, or suspension of this contract, if imposed, shall become effective at the close of business on the day of Contractor's receipt of written notice thereof from Agency.
- I. Contract Cancellation, etc.:** If this contract is canceled, terminated, or suspended by Agency prior to its expiration date, the reasonable monetary value of services properly performed by Contractor pursuant to this contract prior to such cancellation, termination or suspension shall be determined by Agency and paid to Contractor as soon as reasonably possible.
- J. Indemnification:**
For local educational agencies (LEAs), regional education service centers (ESCs), and institutions of higher education (IHEs) and state agencies: Contractor, to the extent permitted by law, shall hold Agency harmless from and shall indemnify Agency against any and all claims, demands, and causes of action of whatever kind or nature asserted by any third party and occurring or in any way incident to, arising from, or in connection with, any acts of Contractor, its agents, employees, and subcontractors, done in the conduct of the contract project.
For all other grantees, subgrantees, contractors, and subcontractors, including nonprofit organizations and for-profit businesses: Contractor shall hold Agency harmless from and shall indemnify Agency against any and all claims, demands, and causes of action of whatever kind or nature asserted by any third party and occurring or in any way incident to, arising from, or in connection with, any acts of Contractor, its agents, employees, and subcontractors, done in the conduct of the contract project.
- K. Encumbrances/Obligations:**
For Discretionary Programs: All encumbrances shall occur on or between the beginning and ending dates of the contract. All goods must be received and services rendered and subsequently liquidated (recorded as an expenditure or accounts payable) within the contract dates. In no manner shall encumbrances be considered or reflected as accounts payable or as expenditures. Obligations that are liquidated and recognized as expenditures must meet the allowable cost principles in OMB Circular A-87, A-21, or A-122 (as applicable) and program rules, regulations, and guidelines contained elsewhere.

TEXAS EDUCATION AGENCY Standard Application System (SAS)		
SCHEDULE #6A—cont. GENERAL PROVISIONS & ASSURANCES	School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

For Formula Programs: All encumbrances shall occur on or between the beginning and ending dates of the contract. Contractor must liquidate (record as an expenditure) all obligations (encumbrances) incurred under the contract not later than 30 days after the end of the contract (or as specified in a program regulation, the standard application system rules, or a request for application) to coincide with the submission of the final expenditure report, due 45 days after the end of the contract. "Obligations" mean the amounts of orders placed, contracts and subgrants awarded, goods and services received, and similar transactions during a given period that will require payment by the contractor during the same or a future period. Obligations representing orders placed are reflected in the accounting records as encumbrances. In no manner shall encumbrances be considered or reflected as accounts payable or as expenditures. Obligations that are liquidated and recognized as expenditures must meet the allowable cost principles in OMB Circular A-87, A-21, or A-122 (as applicable) and program rules, regulations, and guidelines contained elsewhere.

- L. Financial Management and Accounting:** Grantee assures it will maintain a financial management system that provides for accurate, current, and complete disclosure of the financial results of each grant project. The financial management system records will identify adequately the source and application of funds and will contain information pertaining to grant awards, authorizations, obligations, unobligated balances, assets, outlays (i.e., expenditures), income, and interest. Fiscal control and accounting procedures will permit the tracing of funds to a level of expenditure adequate to establish that funds have been used in accordance with the approved grant application. The applicant agrees to maintain effective control over and accountability for all funds, property, and other assets. Public school districts, open enrollment charter schools, and regional education service centers in Texas must comply with the accounting requirements in the Financial Accounting and Reporting module of the *Financial Accountability System Resource Guide*, Texas Education Agency (34 CFR 74.21; 34 CFR 80.20; TEA *Financial Accountability System Resource Guide*).
- M. Expenditure Reports:** Contractor shall submit expenditure reports in the time and manner requested by Agency as specified in the instructions to the Standard Application System (SAS) which are incorporated by reference. Unless otherwise specified, interim reports are due to TEA within 15 days after the end of each reporting period. The final expenditure report is due within 30 days after the ending date of the grant. Revised expenditure reports, where the grantee is claiming additional expenditures beyond that originally requested, must be submitted within 60 days after the ending date of the grant.
- N. Refunds Due to TEA:** If Agency determines that Agency is due a refund of money paid to Contractor pursuant to this contract, Contractor shall pay the money due to Agency within 30 days of Contractor's receipt of written notice that such money is due to Agency. If Contractor fails to make timely payment, Agency may obtain such money from Contractor by any means permitted by law, including but not limited to offset, counterclaim, cancellation, termination, suspension, total withholding, and/or disapproval of all or any subsequent applications for said funds.
- O. Records Retention:** Contractor shall maintain its records and accounts in a manner which shall assure a full accounting for all funds received and expended by Contractor in connection with the contract project. These records and accounts shall be retained by Contractor and made available for programmatic or financial audit by Agency and by others authorized by law or regulation to make such an audit for a period of not less than five years from the date of completion of the contract project or the date of the receipt by Agency of Contractor's final claim for payment or final expenditure report in connection with this contract, whichever is later. If an audit has been announced, the records shall be retained until such audit has been completed.

Contractor understands that acceptance of funds under this contract acts as acceptance of the authority of the State Auditor's office, or any successor agency, to conduct an audit or investigation in connection with those funds. Contractor further agrees to cooperate fully with the State Auditor's Office or its successor in the conduct of the audit or investigation, including providing all records requested. Contractor will ensure that this clause concerning the authority to audit funds received indirectly by subcontractors through Contractor and the requirements to cooperate is included in any subcontract it awards.

SCHEDULE #6A—cont. GENERAL PROVISIONS & ASSURANCES	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

- P. Time and Effort Recordkeeping:** For those personnel whose salaries are prorated between or among different funding sources, time and effort records will be maintained by Applicant that will confirm the services provided within each funding source. Applicant must adjust payroll records and expenditures based on this documentation. This requirement applies to all projects, regardless of funding source, unless otherwise specified. For federally funded projects, time and effort records must be in accordance with the requirements in the applicable OMB cost principles.
- Q. Forms, Assurances, and Reports:** Contractor shall timely make and file with the proper authorities all forms, assurances and reports required by federal laws and regulations. Agency shall be responsible for reporting to the proper authorities any failure by Contractor to comply with the foregoing laws and regulations coming to Agency's attention, and may deny payment or recover payments made by Agency to Contractor in the event of Contractor's failure so to comply.
- R. Intellectual Property Ownership:** Contractor agrees that all Works are, upon creation, works made for hire and the sole property of TEA. If the Works are, under applicable law, not considered works made for hire, Contractor hereby assigns to TEA all worldwide ownership of all rights, including the Intellectual Property Rights, in the Works, without the necessity of any further consideration, and TEA can obtain and hold in its own name all such rights to the Works. Contractor agrees to maintain written agreements with all officers, directors, employees, agents, representatives and subcontractors engaged by Contractor for the Contract Project, granting Contractor rights sufficient to support the performance and grant of rights to TEA by Contractor. Copies of such agreements shall be provided to TEA promptly upon request.

Contractor warrants that (i) it has the authority to grant the rights herein granted, (ii) it has not assigned or transferred any right, title, or interest to the Works or Intellectual Property Rights that would conflict with its obligations under the Contract, and Contractor will not enter into any such agreements, and (iii) the Works will be original and will not infringe any intellectual property rights of any other person or entity. These warranties will survive the termination of the Contract. If any preexisting rights are embodied in the Works, Contractor grants to TEA the irrevocable, perpetual, non-exclusive, worldwide, royalty-free right and license to (i) use, execute, reproduce, display, perform, distribute copies of, and prepare derivative works based upon such preexisting rights and any derivative works thereof and (ii) authorize others to do any or all of the foregoing. Contractor agrees to notify TEA on delivery of the Works if they include any such preexisting rights. On request, Contractor will provide TEA with documentation indicating a third party's written approval for Contractor to use any preexisting rights that may be embodied or reflected in the Works.

For School Districts and Nonprofit Organizations: The foregoing Intellectual Property Ownership provisions apply to any school districts, nonprofit organizations, and their employees, agents, representatives, consultants and subcontractors. If a school district or nonprofit organization or any of its subcontractor(s) wish to obtain a license agreement to use, advertise, offer for sale, sell, distribute, publicly display, publicly perform or reproduce the Works, or make derivative works from the Works, then express written permission must first be obtained from the TEA Copyright Office.

For Education Service Centers (ESCs): The foregoing Intellectual Property Ownership provisions apply to an Education Service Center (ESC) and its employees, agents, representatives, consultants, and subcontractors. If an ESC or any of its subcontractor(s) wish to obtain a license agreement to use, advertise, offer for sale, sell, distribute, publicly display, publicly perform or reproduce the Works, or make derivative works from the Works, then express written permission must first be obtained from the TEA Copyright Office.

For Colleges and Universities: The foregoing Intellectual Property Ownership provisions apply to any colleges and universities and their employees, agents, representatives, consultants, and subcontractors; provided, that for all Works and derivative works created or conceived by colleges or universities under the Contract, they are granted a non-exclusive, non-transferable, royalty-free license to use the Works for their own academic and educational purposes only. The license for academic and educational purposes specifically excludes advertising, offering for sale, selling, distributing, publicly displaying, publicly performing, or reproducing the Works, or making derivative works from the Works that are created or conceived under this Contract and colleges and universities and their employees, agents, representatives, consultants, and subcontractors are prohibited from engaging in these uses and activities with regard to the Works unless the prior express written permission of the TEA Copyright Office is obtained.

SCHEDULE #6A—cont.	TEXAS EDUCATION AGENCY Standard Application System (SAS)	
GENERAL PROVISIONS & ASSURANCES	School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

- S. Unfair Business Practices: Unfair Business Practices:** By signing this Contract, Contractor, if other than a state agency, certifies that Contractor, within the preceding 12 months, has not been found guilty, in a judicial or state agency administrative proceeding, of unfair business practices. Contractor, if other than a state agency, also certifies that no officer of its company has, within the preceding 12 months, served as an officer in another company which has been found, in a judicial or state agency administrative proceeding, to be guilty of unfair business practices.
- Contractor, whether a state agency or not a state agency, certifies that no funds provided under this Contract shall be used to purchase supplies, equipment, or services from any companies found to be guilty of unfair business practices within 12 months from the determination of guilt.
- T. Subcontracting:** Contractor shall not assign or subcontract any of its rights or responsibilities under this contract, except as may be otherwise provided for in this application, without prior formal written amendment to this contract properly executed by both Agency and Contractor.
- U. Use of Consultants:** Notwithstanding any other provision of this application, Applicant shall not use or pay any consultant in the conduct of this application if the services to be rendered by any such consultant can be provided by Applicant's employees.
- V. Capital Outlay:** If Contractor purchases capital outlay (furniture and/or equipment) to accomplish the objective(s) of the project, title will remain with Contractor for the period of the contract. Agency reserves the right to transfer capital outlay items for contract noncompliance during the contract period or as needed after the ending date of the contract. This provision applies to any and all furniture and/or equipment regardless of unit price and how the item is classified in Contractor's accounting record.
- W. Agency Property (terms):** In the event of loss, damage or destruction of any property owned by or loaned by Agency while in the custody or control of Contractor, its employees, agents, consultants or subcontractors, Contractor shall indemnify Agency and pay to Agency the full value of or the full cost of repair or replacement of such property, whichever is the greater, within 30 days of Contractor's receipt of written notice of Agency's determination of the amount due. This applies whether the property is developed or purchased by Contractor pursuant to this contract or is provided by Agency to Contractor for use in the contract project. If Contractor fails to make timely payment, Agency may obtain such money from Contractor by any means permitted by law, including but not limited to offset or counterclaim against any money otherwise due to Contractor by Agency.
- X. Travel Costs:** Amounts authorized for maximum recovery for travel and per diem costs against any state or federal funding source are restricted to those amounts which are approved in the State of Texas Appropriations Bill in effect for the particular funding period. Any amount over this limit must come from local funding sources. Applicant must recover funds at a lesser rate if local policy amounts are less than the maximum allowed by the state. Out-of-state travel may not exceed the federal government rate for the locale. Travel allowances are not allowable costs.
- Y. Funds for Religious Worship, Instruction:** No funds will be used to pay for religious worship, instruction, or proselytization, or for any equipment or supplies for such, or for any construction, remodeling, repair, operation, or maintenance of any facility or part of a facility to be used for religious worship, instruction, or proselytization (34 CFR 76.532 and P. L. 107-110, section 9505).
- Z. Disclosure of Gifts and Campaign Contributions:** The grantee shall file disclosures of gifts and campaign contributions as required by State Board of Education Operating Rule 4.3, which is incorporated as if set out in full. The grantee has a continuing obligation to make disclosures through the term of the contract. Failure to comply with State Board of Education Operating Rule 4.3 is grounds for canceling the grant.

TEXAS EDUCATION AGENCY Standard Application System (SAS)		
SCHEDULE #6A—cont. GENERAL PROVISIONS & ASSURANCES	School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
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AA. Submission of Audit Reports to TEA: Grantees which are public school districts and open enrollment charter schools agree to submit the required annual audit report, including the reporting package required under OMB Circular A-133, if an audit is required to be conducted in accordance with OMB Circular A-133, to the TEA Division of School Financial Audits in the time and manner requested by the Agency.

Grantees which are **nonprofit organizations (other than charter schools) and universities/colleges** that expend \$500,000 or more total in federal awards in any fiscal year and are thus required to conduct a Single Audit or program-specific audit in accordance with the requirements in OMB Circular A-133, agree to submit a copy of such audit to TEA when the schedule of findings and questioned costs disclosed audit findings relating to any federal awards provided by TEA. A copy of such audit shall also be submitted to TEA if the summary schedule of prior audit findings reported the status of any audit findings relating to any federal awards provided by TEA.

A nonprofit organization or university/college grantee shall provide written notification to TEA that an audit was conducted in accordance with OMB Circular A-133 when the schedule of findings and questioned costs disclosed no audit findings related to any federal awards provided by TEA or when the summary schedule of prior audit findings did not report on the status of any prior audit findings related to any federal awards provided by TEA. Nonprofit organizations (other than charter schools) and universities/colleges shall submit the audit report to the TEA Division of Discretionary Grants. Audit reports must be submitted to TEA within 30 days of receipt of the report from the auditor. Failure to submit a copy of the audit to TEA could result in a reduction of funds paid to the grantee, a refund to TEA, termination of the grant, and/or ineligibility to receive additional grant awards from TEA.

BB. Federal Rules, Laws, and Regulations That Apply to all Federal Programs: Contractor shall be subject to and shall abide by all federal laws, rules and regulations pertaining to the contract project, including but not limited to:

1. **Americans With Disabilities Act**, P. L. 101-336, 42 U.S.C. sec. 12101, and the regulations effectuating its provisions contained in 28 CFR Parts 35 and 36, 29 CFR Part 1630, and 47 CFR Parts 0 and 64;
2. **Title VI of the Civil Rights Act of 1964**, as amended (prohibition of discrimination by race, color, or national origin), and the regulations effectuating its provisions contained in 34 CFR Part 100;
3. **Title IX of the Education Amendments of 1972**, as amended (prohibition of sex discrimination in educational institutions) and the regulations effectuating its provisions contained in 34 CFR Part 106, if Contractor is an educational institution;
4. **Section 504 of the Rehabilitation Act of 1973**, as amended (nondiscrimination on the basis of handicapping condition), and the regulations effectuating its provisions contained in 34 CFR Part 104 and 105;
5. the **Age Discrimination Act of 1975**, as amended (prohibition of discrimination on basis of age), and any regulations issued thereunder, including the provisions contained in 34 CFR Part 110;
6. the **Family Educational Rights and Privacy Act (FERPA) of 1975**, as amended (ensures access to educational records for students and parents while protecting the privacy of such records), and any regulations issued thereunder, including **Privacy Rights of Parents and Students** (34 CFR Part 99), if Contractor is an educational institution (20 USC 1232g);
7. Section 509 of H.R. 5233 as incorporated by reference in P. L. 99-500 and P. L. 99-591 (**prohibition against the use of federal grant funds to influence legislation pending before Congress**);
8. **Pro-Children Act of 2001**, which states that no person shall permit smoking within any indoor facility owned or leased or contracted and utilized for the provision of routine or regular kindergarten, elementary, or secondary education or library services to children [P. L. 107-110, Section 4303(a)]. In addition, no person shall permit smoking within any indoor facility (or portion of such a facility) owned or leased or contracted and utilized for the provision of regular or routine health care or day care or early childhood development (Head Start) services [P. L. 107-110, Section 4303(b)(1)]. Any failure to comply with a prohibition in this Act shall be considered to be a violation of this Act and any person subject to such prohibition who commits such violation may be liable to the United States for a civil penalty, as determined by the Secretary of Education (P. L. 107-110, Section 4303(e)(1)).

SCHEDULE #6A—cont. GENERAL PROVISIONS & ASSURANCES	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

9. **Fair Labor Standards Act (29 USC 207), Davis Bacon Act (40 USC 276(a), and Contract Work Hours and Safety Standards Act (40 USC 327 et seq.)**, as applicable, and their implementing regulations in 29 CFR 500-899, 29 CFR Parts 1,3,5, and 7, and 29 CFR Parts 5 and 1926, respectively.
10. **Buy America Act:** Contractor certifies that it is in compliance with the Buy America Act in that each end product purchased under any federally funded supply contract exceeding \$2,500 is considered to have been substantially produced or manufactured in the United States. End products exempt from this requirement are those for which the cost would be unreasonable, products manufactured in the U. S. that are not of satisfactory quality, or products for which the agency head determines that domestic preference would be inconsistent with the public interest. Contractor also certifies that documentation will be maintained that documents compliance with this requirement (FAR 25.1-.2).
11. P.L. 103-227, Title X, Miscellaneous Provisions of the GOALS 2000: Educate America Act; P.L. 103-382, Title XIV, General Provisions of the Elementary and Secondary Education Act, as amended; and General Education Provisions Act, as amended.

CC. Federal Regulations Applicable to All Federal Programs:

1. **For Local Educational Agencies (LEAs):** 28 CFR 35 Subparts A-E, 28 CFR 36 Subparts C & D, Appendix A, 29 CFR 1630, 34 CFR 75 or 76 as applicable, 77, 79, 80, 81, 82, 85, 97, 98, 99, 104, 47 CFR 0 and 64, and OMB Circulars A-87 (Cost Principles), A-133 (Audits), and A-102 (Uniform Administrative Requirements);
2. **For Education Service Centers (ESCs):** 28 CFR 35 Subparts A-E, 28 CFR 36 Subparts C & D, Appendix A, 29 CFR 1630, 34 CFR 75 or 76 as applicable, 77, 79, 80, 81, 82, 85, 97, 98, 99, 104, 47 CFR 0 and 64, and OMB Circulars A-87 (Cost Principles), A-133 (Audits), and A-102 (Uniform Administrative Requirements);
3. **For Institutions of Higher Education (IHEs):** 28 CFR 35 Subparts A-E, 28 CFR 36 Subparts C & D, Appendix A, 29 CFR 1630, 34 CFR 74, 77, 79, 81, 82, 85, 86, 97, 98, 99, 104, 47 CFR 0 and 64, and OMB Circulars A-21 (Cost Principles), A-133 (Audits), and A-110 (Uniform Administrative Requirements);
4. **For Nonprofit Organizations:** 28 CFR 35 Subparts A-E, 28 CFR 36 Subparts C & D, Appendix A, 29 CFR 1630, 34 CFR 74, 77, 79, 81, 82, 85, 97, 98, 99, 104, 47 CFR 0 and 64, and OMB Circulars A-122 (Cost Principles), A-133 (Audits), and A-110 (Uniform Administrative Requirements);
5. **For State Agencies:** 28 CFR 35 Subparts A-E, 28 CFR 36 Subparts C & D, Appendix A, 29 CFR 1630, 34 CFR 76, 80, 81, 82, 85, 97, 98, 99, 104, 47 CFR 0 and 64, OMB Circulars A-87 (Cost Principles), A-133 (Audits), and A-102 (Uniform Administrative Requirements); and
6. **For Commercial (for-profit) Organizations:** 29 CFR 1630 and 48 CFR Part 31.

DD. General Education Provisions Act (GEPA), as Amended, Applicable to All Federal Programs Funded or Administered Through or By the U. S. Department of Education:

1. **Participation in Planning:** Applicant will provide reasonable opportunities for the participation by teachers, parents, and other interested parties, organizations, and individuals in the planning for and operation of each program described in this application (20 USC 1232(e)).
2. **Availability of Information:** Any application, evaluation, periodic program plan, or report relating to each program described in this application will be made readily available to parents and other members of the general public (20 USC 1232(e)).
3. **Sharing of Information:** Contractor certifies that it has adopted effective procedures for acquiring and disseminating to teachers and administrators participating in each program described in this application significant information from educational research, demonstrations, and similar projects, and for adopting, where appropriate, promising educational practices developed through such projects (20 USC 1232(e)).
4. **Prohibition of Funds for Busing:** The applicant certifies that no federal funds (except for funds appropriated specifically for this purpose) will be used for the transportation of students or teachers (or for the purchase of equipment for such transportation) in order to overcome racial imbalance in any school or school system, or for the transportation of students or teachers (or for the purchase of equipment for such transportation) in order to carry out a plan of racial desegregation of any school or school system (20 USC 1228).
5. **Direct Financial Benefit:** Contractor certifies that funds expended under any federal program will not be used to acquire equipment (including computer software) in any instance in which such acquisition results in a direct financial benefit to any organization representing the interests of the purchasing entity or its employees or any affiliate of such an organization [20 USC 1232(b)(8)].

TEXAS EDUCATION AGENCY Standard Application System (SAS)		
SCHEDULE #6A—cont. GENERAL PROVISIONS & ASSURANCES	School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

- EE. Payment for Services:** Payment for service(s) described in this Contract is contingent upon satisfactory completion of the service(s). Satisfaction will be determined by TEA's Project Administrator, in his sole discretion but in accordance with reasonable standards and upon advice of his superiors in TEA, if necessary.
- FF. Family Code Applicability:** By signing this Contract, Contractor, if other than a state agency, certifies that under Section 231.006, Family Code, that Contractor is not ineligible to receive payment under this Contract and acknowledges that this Contract may be terminated and payment may be withheld if this certification is inaccurate. TEA reserves the right to terminate this Contract if Contractor is found to be ineligible to receive payment. If Contractor is found to be ineligible to receive payment and the Contract is terminated, Contractor is liable to TEA for attorney's fees, the costs necessary to complete the Contract, including the cost of advertising and awarding a second contract, and any other damages or relief provided by law or equity.
- GG. Interpretation:** In the case of conflicts arising in the interpretation of wording and/or meaning of various sections, parts, Appendices, General Provisions, Special Provisions, Exhibits, and Attachments or other documents, the TEA Contract and its General Provisions, Appendices and Special Provisions shall take precedence over all other documents which are a part of this contract.
- HH. Registered Lobbyists:** No state or federal funds transferred to a contractor/grantee may be used to hire a registered lobbyist.
- II. Test Administration and Security:** This contract is executed by Agency subject to assurance by Contractor that it has at all times been and shall remain in full compliance with Title 19, Texas Administrative Code Chapter 101, and all requirements and procedures for maintaining test security specified in any test administration materials in the possession or control of Contractor, or any school, campus, or program operated by Contractor. Notwithstanding any other provision in this contract or any other document, this contract is void upon notice by Agency, in its sole discretion, that Contractor or any school, campus, or program operated by Contractor has at any time committed a material violation of Title 19, Texas Administrative Code Chapter 101, or any requirement or procedure for maintaining test security specified in any test administration materials in the possession or control of Contractor, or any school, campus, or program operated by Contractor. Expenditures and/or activities for which Contractor may claim reimbursement shall not be accrued or claimed subsequent to receipt of such notice from Agency.

Rev. 08/06

The signing of Schedule #1 - General Information by applicant indicates acceptance of and compliance with all requirements described on this schedule

SCHEDULE #6F PROGRAM-SPECIFIC PROVISIONS & ASSURANCES	TEXAS EDUCATION AGENCY Standard Application System (SAS) School Years 2009-2010, 2010-2011	County-District No. <u>240901</u>
District Awards for Teacher Excellence (DATE), Cycle 1, Continuation		

1. **Supplement not Supplant:** Applicant provides assurance that financial assistance provided under the grant program will supplement, and not supplant, state, federal, and local funds.

2. The applicant provides assurance that if it elects to use grant funds to pay stipends to retired teachers or other instructional personnel who meet the qualifications herein for being assigned as a mentor teacher, it meets all other requirements of this RFA.

The signing of Schedule #1 - General Information by applicant indicates acceptance of and compliance with all requirements described on this schedule

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This acknowledges receipt of your application submitted under the Request for Application for: *Beginning Teacher Induction and Mentoring Grant, Cycle 3, RFA# 195-00-09*

Please reference the Document Control Number shown below in all correspondence regarding this application.

Applicant's Contact Person (*To be completed by applicant*)

Document Control Number (*Assigned by TEA*)

CUT ALONG DOTTED LINE AND ATTACH TO FIRST COPY OF APPLICATION

If you download this document from the TEA Grants website:

Please print this page and preceding page (front/back) on card stock (US Postal Service requirement for postcards) so that we may mail it to the appropriate person.

Application Receipt Acknowledgment

This postcard is provided to expedite the notification of receipt of your application in the Texas Education Agency's Document Control Center. Cut out and self-address this postcard on the reverse side so that it will be returned to the proper person at your organization. Indicate any information that would be helpful to you in identifying this application.

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