

COMPENSATION AND BENEFITS:
INCENTIVES AND STIPENDS

DEAA
(LEGAL)

TEXAS EDUCATOR
EXCELLENCE
GRANT

The Texas Educator Excellence Grant is an annual grant program under which the District may receive a grant on behalf of an eligible campus as an award for student achievement. Funds from the program will be distributed to a district, on behalf of an eligible campus, that submitted an approved campus incentive plan developed in accordance with Education Code 21.654 and 19 TAC 102.1071(c).

SUBMISSION OF
APPLICATION

The District must act pursuant to its local Board policy for submitting a campus incentive plan and grant application to TEA. The Board may either vote to submit a grant application or designate the Superintendent to submit the application on the Board's behalf. The superintendent may act on previously delegated authority regarding the submission of the grant(s).

EXCLUSION OF
CERTAIN
TEACHERS

A campus or the District may choose to exclude from receiving an incentive award a teacher who has transferred or retired or who works part-time on a campus eligible to receive grant funds. In such instance, the campus incentive plan must reflect the campus/District policies with regard to such a teacher at the program start date.

AMOUNT OF
AWARDS

Each individual incentive should be no less than \$3,000 and no more than \$10,000 per teacher to the extent practicable.

NO APPEALS

The following decisions of the Board relating to the program are not appealable to the Commissioner:

1. A decision to approve and/or submit an incentive plan and/or grant application;
2. A local grievance decision as to whether an award was made in compliance with the approved plan;
3. A decision as to whether award amounts between \$3,000 and \$10,000 per teacher are practicable.

19 TAC 102.1071

CONTRACT
PROVISION

The District shall provide in employment contracts that qualifying employees may receive an incentive payment under the Educator Excellence Award Program and Student Achievement Awards Program if the District participates in one of these programs. The District shall indicate that any incentive payment distributed is considered a payment for performance and not an entitlement as part of an employee's salary. *Education Code 21.415*

MENTOR TEACHERS

The District may assign a mentor teacher to each classroom teacher who has less than two years of teaching experience. A teacher

assigned as a mentor must:

1. Teach in the same school;
2. To the extent practicable, teach the same subject or grade level, as applicable; and
3. Meet the qualifications prescribed by Commissioner's rules.

The Commissioner's rules must require that a mentor teacher:

1. Complete a research-based mentor and induction training program approved by the Commissioner;
2. Complete a training program provided by the District; and
3. Have at least three complete years of teaching experience with a superior record of assisting students, as a whole, in achieving improvement in student performance.

The District may apply to the Commissioner for funds for a mentor teacher program. The District may use the funds only for providing:

1. Mentor teacher stipends;
2. Scheduled time for mentor teachers to provide mentoring to assigned classroom teachers; and
3. Mentoring support through providers of mentor training.

Education Code 21.458

MASTER TEACHER GRANT PROGRAMS

The District may apply to the Commissioner of Education for grants to be used to pay stipends to certified master reading teachers, master mathematics teachers, master technology teachers, and master science teachers.

TEACHER ELIGIBILITY

The Commissioner shall reduce payments to the District proportionately to the extent a teacher does not meet the requirements for a master teacher for the entire school year.

If a teacher qualifies as a master reading or mathematics teacher for a partial month, the District's written policy will determine how the District counts the partial month, for example, as no month served or as an entire month served. Only whole months shall be entered on the application by the District on the teacher's behalf.

19 TAC 102.1011(g), 102.1013(g), 102.1015(g)

DESIGNATION OF TEACHER

A district that employs more certified master teachers than the number of grants available shall select the certified master teacher(s) to whom to pay the stipends based on a policy adopted by the Board, except that the District shall pay a stipend for two additional consecutive school years to a teacher:

1. The District has selected for and paid a stipend for a school year

who remains eligible for a certified master teacher stipend; and
2. For whom the District receives a grant under this section for those years.

The District's decision is final and may not be appealed.

The District may not apportion among teachers a stipend paid with a grant the District receives under this program. The district may use local money to pay additional stipends in amounts determined by the District.

*Education Code 21.410(g), 21.411(g), 21.412(g), 21.413(g);
19 TAC 102.1015(h), 102.1011(h), 102.1013(h)*

REDUCTION OF STIPEND

If state funds are appropriated but are insufficient to fully fund a master reading teacher, master mathematics teacher, or master science teacher grant, the Commissioner shall reduce the grant paid to each district and the District shall reduce the stipend the District pays to each teacher under the grant program proportionately so that each selected teacher receives the same amount of money. If funds are insufficient to fully fund a master technology teacher grant, the Commissioner shall determine the method of distributing the funds.

A stipend a teacher receives under this program is not considered in determining whether the District is paying the teacher the minimum monthly salary.

The District must pay state stipends to certified master reading, science, and mathematics teachers no later than 30 days after receipt of the grant by the District.

*Education Code 21.410-.413; 19 TAC 102.1011, 102.1013,
102.1015*

RETIREMENT INCENTIVES

The District may not offer or provide a financial or other incentive to an employee to encourage the employee to retire from the Teacher Retirement System of Texas. *Education Code 22.007*

ATTENDANCE SUPPLEMENT

The District shall not deny an educator a salary bonus or similar compensation given in whole or in part on the basis of educator attendance because of the educator's absence from school for observance of a religious holy day observed by a religion whose places of worship are exempt from property taxation under Tax Code 11.20. *Education Code 21.406*

Bellevue ISD
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