



JUDSON ISD
INCENTIVE PAY PLAN
2009-2010

Judson Independent School District
Live Oak, Texas

CAMPUS INCENTIVE PLAN
2009-2010

The purpose of this Incentive Pay Plan has been designed to reward campuses that demonstrate exemplary performance during the 2009-2010 school year. This Incentive Pay Plan is designed to bring campuses together to work for a common cause. All personnel on the campus will be rewarded according to their individual salary. The plan is also designed to encourage the closing of the gap between the majority learners and the minority learners. This plan rewards schools that are low to make significant gains and reward schools that are high to maintain their high standards of excellence.

CATEGORY	STANDARD	RATE OF INCREASE IN COMPENSATION	
		<u>Non-Priority</u>	<u>**Priority</u>
* Staff Attendance	97%	1%	1%
* Student Attendance			
Elementary, Middle School	97%	1%	1%
High School	96%	1%	1%
TAKS (All Tests Taken)	90%	2%	3%
TAKS (All Tests Taken)	80%	1%	2%
TAKS (All Tests Taken)	70%	0%	1%

**Priority campuses = Title campuses

IMPROVEMENT CRITERIA

In order to qualify for a 1% compensation incentive during the summer of 2010 a campus must meet the following criteria on TAKS (All Test Taken Category):

2008-2009 TAKS SCORES	MUST IMPROVE PERCENTAGE	2009-2010 SCORES MUST BE
Below	70%	51
30	69%	52
31	68%	54
32	67%	55
33	66%	56
34	65%	58
35		

**2008-2009 TAKS
SCORES****MUST IMPROVE
PERCENTAGE****2009-2010 SCORES
MUST BE**

Below	36	64%	59
	37	63%	60
	38	62%	62
	39	61%	63
	40	60%	64
	41	59%	65
	42	58%	66
	43	57%	67
	44	56%	69
	45	55%	70
	46	54%	71
	47	53%	72
	48	52%	73
	49	51%	74
	50	50%	75
	51	49%	76
	52	48%	77
	53	47%	78
	54	46%	79
	55	45%	80
	56	44%	81
	57	43%	82
	58	42%	82
	59	41%	83
	60	40%	84
	61	39%	85
	62	38%	86
	63	37%	86
	64	36%	87
	65	35%	88
	66	34%	88
	67	33%	89
	68	32%	90
	69	31%	90
	70	30%	91
	71	29%	92
	72	28%	92
	73	27%	93
	74	26%	93
	75	25%	94
	76	24%	94
	77	23%	95
	78	22%	95
	79	21%	96

2008-2009 TAKS SCORES	MUST IMPROVE PERCENTAGE	2009-2010 SCORES MUST BE
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Below	80	20%	96
	81	19%	96
	82	18%	97
	83	17%	97
	84	16%	97
	85	15%	98
	86	14%	98
	87	13%	98
	88	12%	99
	89	11%	99
	90	10%	99
	91	9%	99
	92	8%	99
	93	7%	100
	94	6%	100
	95	5%	100
	96	4%	100
	97	3%	100
	98	2%	100
	99	1%	100

- The campus can only qualify to receive the incentive pay for student attendance if the staff has 97% attendance rate. Failure of the staff to achieve 97% attendance rate will disqualify them from receiving the student attendance incentive pay. However, 97% attendance rate of the staff will qualify the staff for the staff attendance incentive pay regardless of the attendance of the students.
- Only employees evaluated by the principal assigned to a campus will be eligible for the incentive pay. All employees (principals, teachers, academic dean, paraprofessionals, child nutrition workers, custodians, etc.) evaluated by the campus principal are eligible for the Incentive Pay Plan.
- \$900,000 has been set-aside in the 2009-2010 budget to cover the Campus Incentive Pay Plan. If more campuses qualify that should exceed this amount then equal proration would be done at each level in order to remain within the boundary of the \$900,000 allowance available for this pay plan.
- A campus may petition the District Education Improvement Committee to waive severe attendance problems if it merits. (Examples of severe attendance problems could be cancer, teacher hurt in car accident, etc.)

Addendum
Judson ISD
Campus Incentive Plan

In order to provide additional opportunities for schools to qualify at all levels for incentive pay, the following plan is suggested if no more than;

- 3 Elementary Schools
- 2 Middle Schools
- 1 High School

Qualifies for incentive pay at their respective level, for any reason (test scores, attendance, etc.), then the following formula will be in effect for the sub groups, (recognized by TEA), provided that the school has the highest score at a particular sub group and is not the lowest in more than two other sub groups.

Disadvantaged Students	.5% (one half percent or ½%)
African American Students	.5%
Hispanic Students	.5%
Anglo Students	.5%

The school is limited to only .5% incentive pay regardless if it's the highest in more than one sub group.

It is highly recommended that all recipients attend convocation in order to receive the incentive paycheck.