

2023-2024 TEACHER INSTRUCTIONAL PAID INCENTIVES

Teacher Leader Incentive: TLI is a local program designed to promote leadership at the campus level and/or teacher on-boarding (mentoring) for teachers with less than 3 years of teaching experience. To be considered a Teacher Leader (TL), the candidate must have completed a minimum of 3 years teaching experience (grade level or content area preferred but not required), at least 12-months employment in the district and complete any district prerequisites (examples: T-TESS, student achievement benchmarks, SLO's, and possible advanced training TBD). The TL who meets these standards must have a pre-approved plan authorized by their principal then with the Superintendent before commencing with the mutually agreed upon activities. TL's who complete two or more tasks in one school semester will receive a \$500/semester incentive.

Examples of "tasks:" 1.) Mentor a new teacher (2 or less years of experience as assigned by principal) 12-hours or more per semester/teacher for a minimum of 10-consecutive months. 1 teacher = 1 task; 2.) Creates and presents professional development to one of more grade levels: EC-3; 4-6; 7-8; &/or 9-12 sessions on instructional strategies targeting student success ("On-Grade Level" and/or "Meets" level in an approved reading or math assessment). 2 PD sessions = 1 task; 3.) Develop and guides "Lesson Plan Studies" with two or more teachers. 3 studies = 1 task; 4.) Other Campus or District pre-approved activities.

\$500 paid at the end of each semester (January & June) after principal provides documentation to the Business Office, and if the teacher is still employed in the same or similar class/course as previous semester or school year.

Teaching Excellence Incentive: TEI is a local "Student outcomes based pay system" that provides an opportunity for an annual teacher incentive of \$3500 for an elementary grade level teacher or secondary core-content teacher who has $\geq 80\%$ of students that passes ("Approaches") the most current (STAAR, EOC, NWEA or other state approved assessment) **AND** $\geq 50\%$ of students "on-grade level" ("Meets"). Once the principal receives confirmation of assessment results, he/she will submit a written recommendation for payment, the incentive will be paid on the September payroll cycle, if the teacher is still employed in the same or similar class/course as previous year.

College & Career Readiness Incentive: CCR is a local "Student outcomes based pay system" that provides an opportunity for an incentive of \$1750 (semester) with maximum of \$3500 (annual) to Sabinal ISD teachers or DOI Instructors who meet at least one of the following conditions: 1.) A teacher who is qualified to teach an AP (core-content only) course and has $\geq 70\%$ of their students score a "3" or higher on the AP exam; 2.) A Dual-Credit or OnRamps (core-content only) teacher who has $\geq 80\%$ of the students gain at least 6 college credits in a semester **AND** each student receiving a grade of "B" or 80% or better for the final grade with a minimum enrollment of 10 students; or 3.) A Sabinal ISD CTE teacher or DOI Instructors who has $\geq 80\%$ of the students acquire a TEA approved "industry-based certification" (within four weeks after the conclusion of the course) with a minimum enrollment of 10 students. Once the principal receives confirmation of the required results, he/she will submit a written recommendation for payment, the incentive will be paid in January or June payroll cycle, if the teacher has not resigned and is still employed in the same or similar class/course for upcoming semester or year.