



Award Payout for Teachers and Certified Instructional Support Staff

Categories A, B1, B2, C1, C2, D1, D2, E, F and G

See *Award Eligibility Categorization* for information about each category

STRAND I: CAMPUS PROGRESS AWARD—UP TO \$250*

Eligible teachers and certified instructional support staff are awarded when:

- Students demonstrate positive progress gains are greater than 1.0, and
- Educators' overall campus gain index is greater than 1.0 based on SAS® EVAAS® value-added reports.

Elementary Schools

Quartile 1	Quartile 2	Quartile 3	Quartile 4
\$250	\$125	\$62.50	\$31.25

Secondary Schools

Quartile 1	Quartile 2	Quartile 3	Quartile 4
\$250	\$125	\$62.50	\$31.25

STRAND II: CONTENT AREA PROGRESS AWARD—UP TO \$2,200*

Eligible core teachers are awarded when:

- Students demonstrate positive progress gains greater than 1.0 in the content area taught by staff, and
- Educators' overall content area gain index is greater than 1.0 based on SAS® EVAAS® value-added reports.
- If teaching more than one content area, the total award is evenly distributed across the content areas.
- Teachers in STAAR-tested grade levels are considered for the maximum award (Category A and C1). In grade-levels and content areas that are not STAAR-tested, the award amount is adjusted to 50 percent of the award (Category B1, C2, D1, and D2).
- To be considered core, a teacher must teach a subject that has a STAAR test in grades 3–8 or for grades 9–11 is listed on the Master Course List with e3 Subjects, for the majority of the instructional day.
- The special education teacher must teach a core subject(s) for the majority of the day and receive a Teacher Value-Added Report to qualify for the full award at any grade/content area. For special education teachers without Value-Added Report, awards are adjusted to 50 percent of the award (Category E).

Elementary Schools

Number of Core Subjects Taught	Quartile 1	Quartile 2	Quartile 3	Quartile 4
1	\$2,200	\$1,100	\$550	\$275
2	\$1,100/ subject	\$550/ subject	\$275/ subject	\$137.50/ subject
3	\$733/ subject	\$366.50/ subject	\$183.25/ subject	\$91.63/ subject

Secondary Schools

Number of Core Subjects Taught	Quartile 1	Quartile 2	Quartile 3	Quartile 4
1	\$2,200	\$1,100	\$550	\$275
2	\$1,100/ subject	\$550/ subject	\$275/ subject	\$137.50/ subject
3	\$733/ subject	\$366.50/ subject	\$183.25/ subject	\$91.63/ subject
4	\$550/ subject	\$275/ subject	\$137.50/ subject	\$68.75/ subject

STRAND III: CAMPUS ACHIEVEMENT AWARD—UP TO \$200*

Eligible teachers and certified instructional support staff are awarded when:

- Campus earns a TEA accountability rating of Met Standard AND one or more distinctions.

Met Standard Plus Five or More Distinctions	Met Standard Plus Three or Four Distinctions	Met Standard Plus One or Two Distinctions
\$200	\$150	\$100

STRAND IV: INDIVIDUAL PROGRESS AWARD—UP TO \$500*

Eligible core teachers are awarded when:

- Teacher must receive a Teacher Value-Added Report.
- The Teacher Value-Added Report indicates a Level 5 rating when compared to either the MRM or URM comparison gain. This indicates the academic progress gain of the teacher's students is two standard errors above the comparison gain.

Above
\$500 (category D1)
\$750 (category A, C1)

*Please note: The award amounts shown are gross amounts. The actual amount of the award that is added to the payroll check will be less due to IRS guidelines.

Award Payout for Instructional and Operational Support Staff

Categories H and I

See *Award Eligibility Categorization* for information about each category

STRAND I: CAMPUS PROGRESS AWARD—UP TO \$150*

Eligible instructional and operational support staff are awarded when:

- Students demonstrate positive progress gains is greater than 1.0 and
- Overall campus gain index is greater than 1.0 based on SAS® EVAAS® value-added reports.

Elementary Schools

Quartile 1	Quartile 2	Quartile 3	Quartile 4
\$150	\$75	\$37.50	\$18.75

Secondary Schools

Quartile 1	Quartile 2	Quartile 3	Quartile 4
\$150	\$75	\$37.50	\$18.75

STRAND II: CONTENT AREA PROGRESS AWARD

Instructional and operational support staff are not eligible for content area progress awards.

STRAND III: CAMPUS ACHIEVEMENT AWARD—UP TO \$100*

Eligible instructional and operational support staff are awarded when:

- Campus earns a TEA accountability rating of Met Standard AND one or more distinctions.

Met Standard Plus Five or More Distinctions	Met Standard Plus Three or Four Distinctions	Met Standard Plus One or Two Distinctions
\$100	\$75	\$50

STRAND IV: INDIVIDUAL PROGRESS AWARD—UP TO \$500*

Not Eligible.

Award Payout for Campus Leadership

Categories J and K

See *Award Eligibility Categorization* for information about each category

STRAND I: CAMPUS PROGRESS AWARD—UP TO \$500*

Eligible principals are awarded when:

- Students on the campus demonstrate positive progress gains greater than 1.0 and
- Overall campus gain index is greater than 1.0 based on SAS® EVAAS® value-added reports

Eligible assistant principals will receive 50 percent of the award of the principal, and award will be proportionate to the amount of time assigned to the campus.

Elementary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
\$500	\$250	\$125	\$62.50

Secondary Schools

Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
\$500	\$250	\$125	\$62.50

STRAND II: CONTENT AREA PROGRESS AWARD—UP TO \$2,000*

Eligible principals are awarded when:

- Students demonstrate positive progress gains greater than 1.0 in the content area tested on STAAR, and
- Educators' overall content area gain is greater than 1.0 based on SAS® EVAAS® value-added reports.

Eligible assistant principals will receive 50 percent of the award of the principal, and award will be proportionate to the amount of time assigned to the campus.

Elementary Schools

Content Area	Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
Math	\$500	\$250	\$125	\$62.50
English/ Language Arts/Reading	\$500	\$250	\$125	\$62.50
Science	\$500	\$250	\$125	\$62.50

Secondary Schools

Content Area	Quartile 1 (100–75%)	Quartile 2 (74–50%)	Quartile 3 (49–25%)	Quartile 4 (24–0%)
Math	\$500	\$250	\$125	\$62.50
English/ Language Arts/Reading	\$500	\$250	\$125	\$62.50
Science	\$500	\$250	\$125	\$62.50
Social Studies	\$500	\$250	\$125	\$62.50

STRAND III: CAMPUS ACHIEVEMENT AWARD—UP TO \$400*

Eligible teachers and certified instructional support staff are awarded when:

- Campus earns a TEA accountability rating of Met Standard AND one or more distinctions.

Eligible assistant principals will receive 50 percent of the award of the principal, and award will be proportionate to the amount of time assigned to the campus.

Met Standard Plus Five or More Distinctions	Met Standard Plus Three or Four Distinctions	Met Standard Plus One or Two Distinctions
\$400	\$300	\$200

STRAND IV: INDIVIDUAL PROGRESS AWARD

Not Eligible.

*Please note: The award amounts shown are gross amounts. The actual amount of the award that is added to the payroll check will be less due to IRS guidelines.