

Excalibur Charter Schools
Full-time Teacher Performance Reward Plan
2009-2010

Up to \$2,568 per teacher. *Payout contingent upon receipt of State 301 monies.*

Criteria for teachers receiving bonus will include:

Professional Volunteer Log (amount based on hours) \$20.17 per hour up to \$585 or 29 hours.

By definition “volunteer” activities are defined as those performed by teachers OUTSIDE their regular teacher assigned duties and outside of their REGULAR work schedule. For example:

- Dances
- Meeting Attendance (PTC and Board)
- Fall Festival/Carnival/Spring Benefit Dinner
- Marketing events held evenings and weekends
- Evening Book Fair
- Fund Raiser Events

Professional Development (amount based on hours) Up to \$495

Examples of professional development:

- ✓ 8 professional development hours per 1 college credit hour
- ✓ 1 professional development hour per 1 workshop hour (i.e. 4 hour workshop = 4 professional development hours)
- ✓ Staff presentations

Professional Development Hours

35+	\$495
34-25	\$397
22-15	\$299
14-5	\$202

ALL PROFESSIONAL DEVELOPEMENT HOURS MUST BE PRE-APPROVED BY SCHOOL PRINCIPAL.

OVER

Teacher Absences (\$107 per day left at end of year) Up to \$642 per year

Absences will be counted beginning with a teacher's 4th absence. On a teacher's 10th absence, a payroll deduction equal to the amount of the teacher's daily wage will be deducted from the teacher's paycheck (see Employee Handbook page 17).

Testing Component (TWO PARTS) Up to \$846

Lesson Plans

Due to your principal on Fridays by 4 p.m. Meet with your principal to discuss the required format. Lesson plans need to reflect what you are going to do the following Week, NOT what you have done.

AND

Observation

3.0 average on observations. 2.5 for first-year teachers. \$423

Increase in test scores by 3%

Tests: Kinder-1st grade - Dibbles
2nd – 12th – AIMS or Tera Nova \$423

Possible Total Up to \$2,568.00

Acknowledgement:

Name: _____

Campus: _____

Date: _____

