

PERFORMANCE BONUS POLICY FOR 10 MONTH TEACHING STAFF

This Policy applies to 10 month Certified Instructional Staff who are evaluated using DPAS II. Personnel will be rated using the DPAS II components 1, 2, 3, and 4. In order to receive a bonus you must receive 10 points or above when combining all components. There is a minimum of \$2000.00 per person to those whose total score is 10 points or above. The bonus will be awarded at the last pay period in June of each year. Points will be awarded based upon the following component designations:

Highly Effective = 3 points

Effective = 2 points

Needs Improvement = 1 point

*****The following mandatory expectations are also required to earn the above bonus.*****

Attendance at ALL required meetings. (*Teachers may be excused if the absence is approved by administration*)

- 1 PTO meeting
- 1 Board meeting
- All PLC's

Volunteer for EACH of the following:

- 1 Music event
- 1 Athletic event

A minimum of 9 volunteer hours.

Approved by the Board of Directors May 23, 2017

Approved by the Board of Directors August 24, 2015