



JANET BARRESI
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION
STATE OF OKLAHOMA

MEMORANDUM

TO: The Honorable Members of the State Board of Education

FROM: Janet C. Barresi

DATE: April 24, 2014

SUBJECT: Approval of Stroud Public Schools' Academic Performance Production Bonus Plan

State Board approval is requested of Stroud Public Schools' teacher and leader incentive pay plan, known as the Academic Performance Production Bonus Plan. Pursuant to 70 O.S. § 5-141.2, Stroud Public Schools submitted their plan for approval prior to March 1, 2014, for use in the 2014-2015 school year.

Attachments

kkw

Stroud Public Schools
"Home of The Tigers"

212 W. 7th Stroud, Oklahoma 74079, Phone 918-968-2541, Fax 918-968-2582

Joe L. Van Tassel
Superintendent

February 25, 2014

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STATE DEPT. OF EDUCATION

Oklahoma State Board of Education
Oklahoma State Department of Education
Oliver Hodge Building
2500 North Lincoln Boulevard
Oklahoma City, Oklahoma 73105

Dear Oklahoma State Board of Education:

The Stroud Public Schools developed the Stroud Public Schools Academic Performance Production Bonus Plan in an effort to strengthen the academic success of the Stroud Public Schools.

Factors that were a part of this process were ways to improve our academic standing with the A-F Grading system as well as serving the needs of our local community. The Plan provides financial bonus opportunities to teachers as well as other employees of the District for student scores on testing that reach levels that would produce results that allow our individual schools in the District, as well as the District as a whole, to achieve a grade of A or B according to state standards.

The production bonuses are around \$200 per teacher in a tested subject that qualifies and also allows teachers in non-tested subjects to benefit if designated levels are achieved. The Plan addresses teachers in grades PK-12 for State Mandated Testing. Another part of the Plan addresses ACT scores which includes bonus opportunities for all District employees should production targets be met.

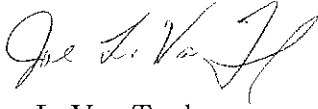
We consider the standards to qualify for production bonuses to be consistent with what is necessary for our school to be qualified as an A or B school according to the standards of the Oklahoma State Department of Education.

The complete plan is included for review of the State Board of Education for approval. We respectfully ask that any elements contained or not contained in this submission that would result in non-approval be brought to our attention for our modification to attain approval.

The goal of the Stroud Board of Education is to promote strong academics for the Stroud Schools and to reward achievement that produces that outcome.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in cursive script that reads "Joe L. Van Tuyl".

Joe L. Van Tuyl
Superintendent

cc: Dr. Janet Barresi, State Superintendent of Public Instruction
Kim Richey, General Counsel
Lynn Jones, Executive Director, Accreditation Standards Division

Enclosures (2)

Concerns: _____

**Proposed executive session to discuss the following: 25 O.S. Section 307 (B) (1).
Reported as error. No executive session needed.**

Board to discuss and vote to approve or vote not to approve Academic Performance Production Bonus Plan for the 2014-2015 school year.

Motion by: Babinec
Second: Cook
To approve to submit the Academic Performance Production Bonus Plan for State Board approval for the 2014-2015 school year.

Vote:	Aye	No
Wright	1	
Cook	1	
Babinec	1	
Stafford	1	
Johnson	1	
Total Count	5	0

Motion Carried

New business – Any business that arises after the agenda was posted.

Motion by: None
Second: _____

Vote:	Aye	No
Wright		
Cook		
Babinec		
Stafford		
Johnson		
Total Count		

Motion

Adjournment

Motion by: Cook
Second: Babinec
To adjourn the February 24, 2014 special called board meeting.

Vote:	Aye	No
Wright	1	
Cook	1	
Babinec	1	
Stafford	1	
Johnson	1	
Total Count	5	0

Motion Carried Time----- 6:30 P.M.

Respectfully submitted,

Helen J. Roberson, Clerk

Ben Johnson, President

Updated Plan - Received April 10, 2014

Stroud Public Schools

Academic Performance Production Bonus Plan

- I. ACT Production Bonus All full and part-time employees. Bonus based on highest qualifying category only for the ACT Production Bonus.
 - A. Basis--ACT Composite Scores for the prior year's graduating Seniors as reported in the Fall Semester from ACT.
 1. ACT Composite Score of 20 or above creates \$100 bonus.
 2. ACT Composite Score meeting the State Average creates \$200 bonus.
 3. ACT Composite Score exceeding the State Average creates \$300 bonus.

- II. Oklahoma Mandated State Tests (Currently OCCT and EOI)

Student scores per tested area achieve at 80% Proficient/Satisfactory and/or Advanced.

Teachers instructing tested areas are awarded bonuses on the FAY test results of students in the tested group per subject area.

 - A. PreK-2 Teachers.
 1. \$50 per 3rd Grade Reading, 3rd Grade Math, 4th Grade Reading, and 4th Grade Math.
 - B. 3rd Grade Teachers.
 1. Reading creates \$200 bonus.
 2. Math creates \$200 bonus.
 - C. 4th Grade Teachers.
 1. Reading creates \$200 bonus.
 2. Math creates \$200 bonus.
 - D. 5th Grade Teachers.
 1. Reading creates \$200 bonus.
 2. Math creates \$200 bonus.
 3. Science creates \$200 bonus.
 4. Writing creates \$200 bonus.
 5. Social Studies creates \$200 bonus.
 - E. Elementary Pool Teachers.
 1. Teachers not instructing tested subject areas with other instructional contact with students.
 2. Testing areas demonstrate 80% Proficient/Satisfactory and/or Advanced in 5 of 9 tests in the elementary school creates \$200 bonus. Each test is accounted for separately. If Oklahoma State Department of Education testing guidelines change the number of tested subjects then the number of tests passed for Pool qualification will be modified to reflect that change. 80% Proficient/Satisfactory and/or Advanced Scores will require 50% or more of the tested subjects for teachers to qualify for bonus in the Pool.

Updated Plan - Received April 10, 2014

3. The Building Principal will be considered as a part of the Elementary Pool for production bonus purposes.
- F. 6th Grade Teachers.
1. Reading creates \$200 bonus.
 2. Math creates \$200 bonus.
- G. 7th Grade Teachers.
1. Reading creates \$200 bonus.
 2. Math creates \$200 bonus.
 3. Geography creates \$200 bonus.
- H. 8th Grade Teachers.
1. Reading creates \$200 bonus.
 2. Math creates \$200 bonus. (Algebra I scores are to be accounted for in the High School Algebra I scores and teacher(s) are eligible for bonus in that subject area.
 3. Writing creates \$200 bonus.
 4. Science creates \$200 bonus.
 5. History creates \$200 bonus.
- I. Middle School Pool Teachers.
1. Teachers not instructing tested subject areas with other instructional contact with students.
 2. Testing areas demonstrate 80% Proficient/Satisfactory and/or Advanced in 5 of 10 tests in the middle school creates \$200 bonus. Each test is accounted for separately. If Oklahoma State Department of Education testing guidelines change the number of tested subjects then the number of tests passed for Pool qualification will be modified to reflect that change. 80% Proficient/Satisfactory and/or Advanced Scores will require 50% or more of the tested subjects for teachers to qualify for bonus in the Pool.
 3. The Building Principal will be considered as a part of the Middle School Pool for production bonus purposes.
- J. High School Teachers.
1. Algebra I creates \$200 bonus.
 2. Algebra II creates \$200 bonus.
 3. Geometry creates \$200 bonus.
 4. English II creates \$200 bonus.
 5. English III creates \$200 bonus.
 6. Biology creates \$200 bonus.
 7. US History creates \$200 bonus.
- K. High School Pool Teachers.
1. Teachers not instructing tested subject areas with other instructional contact with students.
 2. Testing areas demonstrate 80% Proficient/Satisfactory and/or Advanced in 4 of 7 tests in the high school creates \$200 bonus. Each test is accounted for separately. If Oklahoma State Department of Education testing guidelines

Updated Plan - Received April 10, 2014

change the number of tested subjects then the number of tests passed for

Pool qualification will be modified to reflect that change. 80%

Proficient/Satisfactory and/or Advanced Scores will require 50% or more of the tested subjects for teachers to qualify for bonus in the Pool.

3. The Building Principal will be considered as a part of the High School Pool for production bonus purposes.

Additional Information

- Employees must have been with Stroud Schools during the year the tests were taken and currently employed in the following year when payment is authorized.
- Teachers must have a minimum of Effective overall evaluation from the academic year of the tests to qualify for the bonus. State reimbursement to the District is only eligible for teachers with Superior or Highly Effective overall evaluations.
- Determinations of production bonuses for employees are made by a committee of building principals and the superintendent according to the details of the plan. A building principal may not serve on a committee to make a determination for a building for which they have supervision.
- Teachers teaching any tested subject do not qualify to be pool teachers at any site.
- Teachers may only be in one Pool site. The Pool site for each teacher is determined by the teaching assignment and the building in which the teacher's primary evaluation is conducted.
- PreK-2 Teachers are not a part of the Parkview Elementary Pool.
- Disputes of production bonus qualification or amount are determined by a committee of the building principals and the superintendent. A building principal may not serve on a committee to make a determination for a building for which they have supervision.
- Production bonuses are only available if finances are available as determined by the Stroud Board of Education.
- No production bonus shall provide payment in any one year to any one teacher amounting to more than fifty percent (50%) of the regular salary of the teacher, exclusive of fringe benefits or extra duty pay.
- Production bonuses are an annual award and not a part of a continuing contract of a teacher.

Updated Plan - Received April 10, 2014

- Teachers for the Academic Performance Production Bonus Plan are defined as contracted certified professional personnel for the contract year.
- Tested subjects may change according to Oklahoma State Department of Education guidelines. Tested subjects are subjects used for A-F Grade calculations.
- Production bonuses shall be excluded from the compensation of a teacher for the purposes of calculating retirement pursuant to the Teachers' Retirement System of Oklahoma and shall not be subject to taxes levied by the Federal Insurance Contributions Act (F.I.C.A.) to the extent an exemption is provided by federal law.

Advisory Committee

- Business—Linda Smith; Stroud Location Leader; Spirit Bank; Stroud, Oklahoma.
- Parent—Celeste Carpenter; Carpenter Insurance Agency; students are Freshmen and Senior Year.
- Parent—Adam Chace; Stroud National Bank Loan Officer; student is Kindergarten student.
- Teacher—Beth Wilson; Stroud Elementary Teacher; parent of High School Junior.
- Teacher—Kenny Gooch; Stroud Middle School Teacher.
- Teacher—Keri Elerick; High School Counselor; parent of two Middle School Students.
- Superintendent—Joe Van Tuyl



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Title 70. Schools

Oklahoma Statutes Citationized

Title 70. Schools

Chapter 1 - School Code of 1971

Article Article V - School Districts and Boards of Education

Section 5-141.2 - Development of Model Incentive Pay Plans - Distribution of Information -

Adoption of Incentive Pay Plan

Cite as: 70 O.S. § 5-141.2 (OSCN 2014)

A. In addition to incentive pay plans authorized pursuant to Section 4 of this act, the State Board of Education shall develop not fewer than five different model incentive pay plans and shall distribute information about each plan to every school district board of education. No plan developed by the Board or implemented by a school district board of education shall permit payment in any one (1) year of incentives to any one teacher amounting to more than fifty percent (50%) of the regular salary of the teacher, exclusive of fringe benefits or extra duty pay. Any incentive pay award shall be an annual award and shall not be a part of a continuing contract of a teacher. Any incentive pay awards received shall be excluded from the compensation of a teacher for purposes of calculating retirement pursuant to the Teachers' Retirement System of Oklahoma and shall not be subject to taxes levied by the Federal Insurance Contributions Act (F.I.C.A.), to the extent an exemption is provided by federal law.

B. A school district board of education may adopt an academically based, district incentive pay plan for the classroom teachers in the district. The district may adopt any incentive pay plan consistent with the requirements of this section, which may include any incentive pay plan developed by the State Board of Education pursuant to this section. The school district board of education shall appoint an advisory committee consisting of teachers, parents, business persons or farmers and other local citizens to advise the board in formulating an incentive pay plan. Prior to the adoption of a plan, the board of education shall place the plan on the school board agenda for public comment and shall submit the plan to the State Board of Education for final approval on or before March 1 prior to implementation of the plan during the succeeding school year. The board of education shall comply with the provisions of this subsection for any year a plan is to be modified.

C. A school district shall be required to adopt and implement an academically based, district incentive pay plan for any school year following the receipt by the school district board of education, of a petition signed by twenty percent (20%) of the classroom teachers employed in the district which calls for the adoption of an incentive pay plan for the district.

D. Student test scores shall not be the sole criterion for allocation of incentive pay under any plan developed or approved by the Board.

E. For the purposes of this section only, "classroom teacher" shall mean any employee who holds certification and assignment outside the classification of administrator.

F. The State Board of Education shall promulgate rules necessary for the effective implementation and administration of this section.

G. Each school district board of education shall provide for a local evaluation committee which shall advise the board on which teachers are to receive incentive pay awards and the amount of each incentive pay award according to the plan.

H. Nothing herein shall preclude a school district from supplementing any monies appropriated to the district for

the purposes of funding the incentive pay plan of the district with monies from the general fund for the district.

Historical Data

Added by Laws 1989, 1st Extr. Sess., HB 1017, c. 2, § 50, emerg. eff. April 25, 1990; Amended by Laws 2010, SB 2033, c. 291, § 3, emerg. eff. July 1, 2010 ([superseded document available](#)).

Citationizer[®] Summary of Documents Citing This Document

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Cite Name	Level
Title 70. Schools	
Cite	Name Level
70 O.S. 17-102.	Establishment of System - Powers and Privileges - Name Cited



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Title 70. Schools

Oklahoma Statutes Citationized

Title 70. Schools

Chapter 1 - School Code of 1971

Article Article V - School Districts and Boards of Education

Section 5-141.3 - Approved Teacher Incentive Pay Programs - Eligibility for Partial Reimbursement of Incentive Pay Awards

Cite as: O.S. §, __ __

Teacher Incentive Pay programs that have been approved by the State Board of Education prior to implementation and have been evaluated by the State Board of Education to have successfully completed the year according to the approved district plan shall be eligible for partial reimbursement of incentive pay awards from the funds appropriated for Teacher Incentive Pilot Programs. Such state reimbursements shall not exceed fifty percent (50%) of the amount awarded to any teacher not to exceed Five Hundred Dollars (\$500.00), whichever is less. Such reimbursements shall not be provided to more than fifty percent (50%) of the certified instructional staff of a school district. Application for reimbursement shall be submitted to the State Board of Education no later than July 1 of the year following the implementation year and reimbursement of approved claims shall occur no later than September 1.

Historical Data

Added by Laws 1992, SB 986, c. 324, § 8, emerg. eff. July 1, 1992.

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Title 70. Schools

Oklahoma Statutes Citationized

Title 70. Schools

Chapter 1 - School Code of 1971

Article Article V - School Districts and Boards of Education

Section 5-141.4 - Individual Teacher Incentive Pay Awards

Cite as: 70 O.S. § 5-141.4 (OSCN 2014)

A. 1. In addition to incentive pay plans authorized pursuant to Section 5-141.2 of this title, beginning with the 2012-13 school year, a school district may implement an incentive pay plan that rewards teachers who are increasing student and school growth in achievement.

2. Teacher performance shall be measured using the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6-101.16 of this title.

3. Individual teacher incentive pay awards shall be based upon:

- a. achieving either a "superior" or "highly effective" rating under the TLE, and
- b. grade level, subject area, or school level performance success.

B. 1. Beginning with the 2012-13 school year, a school district may implement an incentive pay plan as authorized pursuant to this section.

2. For purposes of this section, "leader" means a principal, assistant principal or any other school administrator who is responsible for supervising classroom teachers.

3. School leader effectiveness shall be measured using the Oklahoma Teacher and Leader Effectiveness Evaluation System (TLE) as set forth in Section 6-101.16 of this title.

4. Individual school leader incentive pay awards shall be based upon:

- a. achieving either a "superior" or "highly effective" rating under the TLE, and
- b. grade level, subject area, or school level performance success.

C. Incentive pay plans implemented pursuant to subsections A and B of this section shall be developed through a collaborative planning process involving stakeholders, including teachers and school leaders.

D. In addition to individual teacher and leader incentive pay plans, as authorized pursuant to this section, districts may develop and implement incentive pay systems for:

1. Teaching in critical shortage subject areas including, but not limited to, foreign language;

2. Teachers and leaders who work in schools identified as in need of improvement as determined by the State Board of Education;

3. Teaching in the subject areas of Science, Technology, Engineering, and Math (STEM); or

4. Teachers and leaders who work in schools or school districts designated by the State Board of Education as hard-to-staff.

E. 1. Prior to implementation of any incentive pay plan developed pursuant to this section, the school district board of education shall place the plan on the agenda for public comment at a meeting of the district board of education.

2. After approval of the incentive pay plan, the school district board of education shall submit the plan to the State Board of Education for final approval. Within sixty (60) days of receipt of the plan, the State Board shall review and approve or reject the plan. If it is determined that the plan meets the requirements of this section, the State Board shall approve the plan. If the plan does not meet the requirements of this section, the State Board shall reject the plan and provide written notification to the school district board of education along with the grounds for rejection.

3. The district board of education shall comply with the provisions of this subsection for any year a plan is to be modified.

F. Any incentive pay award shall be an annual award and shall not be a part of a continuing contract for an employee. Any incentive pay award to any teacher or leader shall not exceed more than fifty percent (50%) of the regular salary of the teacher or leader, exclusive of fringe benefits or extra duty pay. Any incentive pay awards received shall be excluded from compensation for purposes of calculating retirement pursuant to the Teachers' Retirement System of Oklahoma and shall not be subject to taxes levied by the Federal Insurance Contributions Act (F.I.C.A.), to the extent such exemption is provided by federal law.

Historical Data

Added by Laws 2010, SB 2033, c. 291, § 4, emerg. eff. July 1, 2010; Amended by Laws 2013, HB 1385, c. 83, § 9, emerg. eff. July 1, 2013 ([superseded document available](#)).

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None Found.

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None Found.

210:20-25-1. Rules and regulations**(a) Adopting a local teacher incentive pay plan.**

(1) If the local board of education decides that the local district will not adopt an incentive pay plan, it will not be required to do so unless petitioned as cited in (a) (2).

(2) If the local teacher incentive pay plan is initiated by petition from the classroom teachers, the petition shall be submitted to the local board of education on or before November 15 prior to the school year preceding implementation.

(3) Any board of education that develops and implements a teacher incentive pay plan shall follow all of the regulations pertaining to an Oklahoma Teacher Incentive Pay Plan as promulgated by the State Board of Education.

(b) Local board responsibilities for formulating a local teacher incentive pay plan.

(1) The local board of education is responsible to provide for the development of an academically based teacher incentive pay plan; and for any year in which a plan is to be adopted or modified, they shall be responsible for following all Oklahoma Teacher Incentive Pay Plan regulations.

(2) The local board of education shall be responsible for establishing procedures and timelines for:

(A) appointing committees,

(B) developing the teacher incentive pay plan,

(C) placing the teacher incentive pay plan on the board meeting agenda for public comment,

(D) approving the local teacher incentive pay plan, and

(E) submitting the plan to the State Board of Education for approval by March 1.

(3) The local board shall clearly define the roles and responsibilities of the advisory committee.

(4) Such members shall not be eligible for receiving an incentive pay award during the year of service on the evaluation committee.

(5) Service on one committee above does not preclude an individual from being eligible to serve on the other committee.

(6) The local board of education in formulating a teacher incentive pay plan shall seek the advice of the local teacher incentive pay plan advisory committee. Such advice shall include, but not be limited to, the following:

(A) What processes and procedures will be used in developing the plan;

(B) How teacher input shall be obtained; and

(C) What kind of academically based incentive pay plan the district will develop.

(c) Design of the local teacher incentive pay plan.

(1) The teacher incentive pay plan shall include the goals and objectives of the plan.

(2) The teacher incentive pay plan shall be developed to accomplish the stated goals and objectives.

(3) The teacher incentive pay plan shall include the criteria for selection of the teacher incentive pay plan recipients.

(4) The teacher incentive pay plan shall include a description of the process of selecting teacher incentive pay recipients. The selection process shall be equitable; there shall be no discrimination based on race, sex, age, color, religion, political affiliation or opinion, national origin, or physical handicap in the decision making process.

(5) The teacher incentive pay plan shall include a description of teacher incentive pay awards.

(6) The teacher incentive pay plan shall include an appeal process for the selection of recipients.

(7) The plan submitted to the State Board of Education shall include the names of the teacher incentive pay advisory committee along with identifying roles.

(8) The plan submitted to the State Board of Education shall include the names of the teacher incentive pay evaluation committee along with identifying roles.

(d) Management of the teacher incentive pay plan.

(1) The local board of education shall provide for the implementation of the teacher incentive pay plan.

(2) The local board of education shall be responsible for the management of the teacher incentive pay plan.

[Source: Amended at 14 Ok Reg 3334, eff 5-5-97 (emergency); Amended at 15 Ok Reg 2248, eff 6-11-98]