



ABC Incentive Awards (PRC 033)

<p>General Information</p>	<p>ABC Incentive Awards for FY 2008- 2009 are based on test results from FY 2007 – 2008.</p>
<p>Who</p>	<ul style="list-style-type: none"> ➤ State and Local Certified Personnel and Teacher Assistants whose pay are reported at a school with an ABC status of High or Expected Growth are eligible for ABC Incentive Awards from state funds. ➤ Federal Certified Personnel and Teacher Assistants whose pay are reported at a school with an ABC status of High or Expected Growth are eligible for ABC Incentive Awards from federal funds. ➤ Part-time Personnel assigned to a school with an ABC status of High or Expected Growth who are eligible for ABC Incentive Awards will receive state funding based on the individual's percent of time assigned to the school. ➤ The School's Improvement Plan should establish the criteria for payments of ABC Incentive Awards. Whereas the actual dollar amount paid to eligible full-time employees must be at the same level appropriated by the State, the amount for less than full-time or eligible staff not employed the entire school year should be identified in the School's Improvement Plan. The school has the flexibility to implement rules regarding length of service necessary during the year to receive an ABC Incentive Award. For example, the School's Improvement Plan would establish the criteria for payments to eligible personnel who did not remain at the school long enough to impact test results such as "a principal/assistant principal who worked for less than <u>x</u> weeks would not be eligible for an ABC Incentive Award." It is recommended that Part-time Personnel assigned to a school with an ABC status of High or Expected Growth who are eligible for ABC Incentive Awards receive an award based on the individual's percent of time assigned to the school. Incentive Awards can also be prorated based on the length of service during the testing period.
<p>How Much</p>	<ul style="list-style-type: none"> ➤ See Chart On Next Page



Basic ABC Incentive Awards to Eligible Personnel Chart

Eligible Personnel	Position	Salary Object Codes	ABC Incentive Awards	
			High Growth	Expected Growth
Certified Personnel (State and Local)	Teachers	121, 123, 124, and 128	Up to 1,500 plus benefits Capped Rate 1,053 plus benefits	Up to 750 plus benefits Capped Rate 527 plus benefits
	Principals	114		
	Assistant Principals	116 and 117 (if paid from PRC 005)		
	Instructional Support	131, 132, 133, 134 and 135		
Teacher Assistants (State and Local)	Teacher and Technology Assistants	142 and 5860-146	Up to 500 plus benefits Capped Rate 351 plus benefits	Up to 375 plus benefits Capped Rate 263 plus benefits

- Social Security = 7.65%
- Retirement = 8.14%
- Retirement withholdings for the ABC Incentive Awards should be consistent with the retirement withholdings for the individual's salary. If a retired employee is reemployed (either exempt from the cap or subject to the cap) no retirement is withheld.



ABC Incentive Awards *continued*

When	<ul style="list-style-type: none">➤ In 2008-09 ABC Incentive Awards can be disbursed based on the attached information.➤ Payment of ABC Incentive Awards should be paid to eligible personnel by the first payroll period after the funds are allotted. Payments must be coded to the specific qualifying school.➤ Payment of ABC Incentive Awards must be paid to eligible personnel by the second payroll period after the funds are allotted.➤ Unexpended ABC Incentive Awards as of December 31 will revert back to the State.
Special Conditions	<ul style="list-style-type: none">➤ Alternative and Special Schools – Eligible personnel in schools with insufficient ABC data will receive ABC Incentive Awards based on the performance of students in the schools they served. The ABC Incentive Awards will be based on the percentages of the sending/feeder schools that receive awards. LEAs with Alternative and Special Schools that have staff who are eligible for the Awards will receive a detailed worksheet of the funding calculation.➤ Grades K-2 Schools – Certified personnel and teacher assistants in schools serving grades K-2 are eligible for ABC Incentive Bonuses based on the ABC status of the school that receives the largest percentage of the K-2 students.➤ Pre-Kindergarten – Pre-kindergarten certified personnel and teacher assistants are eligible so long as they were assigned to a public school pre-kindergarten program that is located within a public elementary school and is designated to prepare students for kindergarten at the school.➤ Adjusted Allotments – If funding is available, LEAs can request additional allotments if the documentation indicates that additional funding is appropriate. Each request will be carefully reviewed to determine why the transmitted records did not correctly report the staffing levels of the school.