



## JOY HOFMEISTER

STATE SUPERINTENDENT OF PUBLIC INSTRUCTION  
OKLAHOMA STATE DEPARTMENT OF EDUCATION

### MEMORANDUM

**TO:** The Honorable Members of the State Board of Education

**FROM:** Joy Hofmeister

**DATE:** April 28, 2016

**SUBJECT:** Update on Stroud Public Schools Incentive Pay Plan

Oklahoma law, at 70 O.S. §5-141.2, authorizes a school district board of education to adopt an academically based incentive pay plan for classroom teachers in the districts. Prior to the adoption of such plan, the school district board of education must submit the plan to the State Board of Education (the "Board") for final approval. *See* 70 O.S. §5-141.2(B). On April 24, 2014, the Board approved an incentive pay plan for Stroud Public Schools. With the approval of the incentive pay plan, the Board requested that the school district re-appear before the Board at a subsequent meeting to provide an update on the incentive pay plan. As such, Joe Van Tuyl, Superintendent of Stroud Public Schools has requested the opportunity to address the Board at the April 28, 2016 meeting. Enclosed are materials relating to the incentive pay plan and academic results in the school district relative to the adoption of said plan.



Home Courts Court Dockets Legal Research Calendar Help

[Previous Section](#) [Top Of Index](#) [This Point in Index](#) [Citationize](#) [Next Section](#) [Print Only](#)

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 2016)

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**

# ***STROUD PUBLIC SCHOOLS***

*Challenge the Intellect and Witness the Exceptionalism*

## ***Stroud Academic Performance Incentive Plan Overview***

*The Stroud Public Schools attempts to offer the best opportunities for an effective and balanced education for our students each day and each year. Our goals are constantly centered on academic excellence in our schools as we prepare for the challenges of tomorrow.*

*Certainly excellence is a product of the commitment of students, families, the community, and the school system. Schools provide more services today than ever before in areas going beyond a former standard of "academic". While we meet state mandated demands in many areas, our primary focus is and always should be excellent academic performance. The strength of the Stroud Public Schools is*

*that it has embraced an emphasis on academic success that ultimately impacts every other area of our school, including all extra-curricular activities.*

*The following pages have many graphs of our past year's performance in tested areas mandated by the Oklahoma State Department of Education. You will see a variety of results from areas of need to areas of excellence. All of these results are ultimately building blocks to graduation and a productive adult life after high school. Our goal each year as a school system is to improve our previous performance. Attaining greater achievement in all areas will forever be a message across our school system.*

*The Stroud Academic*

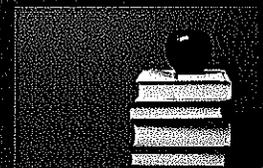
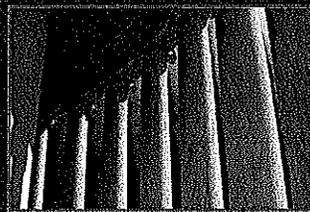
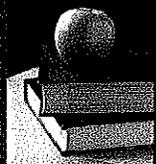
*Performance Incentive Plan is another tool to use in our quest for academic excellence. Our plan is a unique approach offering rewards to virtually all of our staff members who contribute to our growth in the academic arena. This is a demonstrated action of being "aggressive about academics". We believe a system based on rewards instead of penalties has the ability to provide positive results for our school over time.*

*Our teachers and staff have embraced the program as an opportunity. It is structured to enhance collaboration among our staff as we provide a spirit of competition that reaches each segment of our school.*

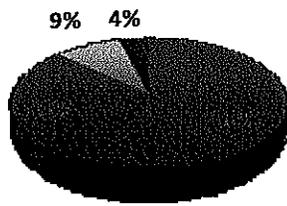
*We are only two complete years into the pro-*

*cess and know further evaluation is necessary to fully comprehend the impact of our program. Our staff is very positive and we have seen no undue focus on only the "score". The overriding philosophy of the plan is to facilitate performance in a useful balance.*

*The Stroud Academic Performance Plan has been easy to implement and explain. It follows the management philosophy we promote across our school system. Furthermore it is an extension of planning with action. Opportunities supported by rewards provide strong and dynamic cultures that are highly competitive and productive. That is the climate we seek to promote in the Stroud Public Schools.*

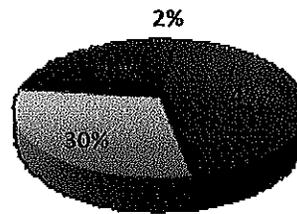


### Fifth Grade Social Studies



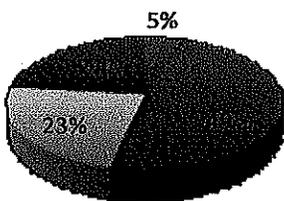
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Sixth Grade Reading



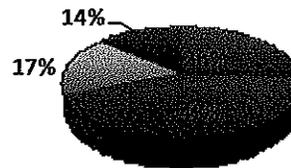
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Sixth Grade Math



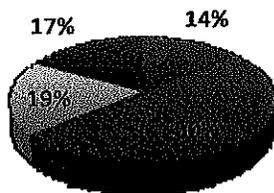
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Seventh Grade Geography



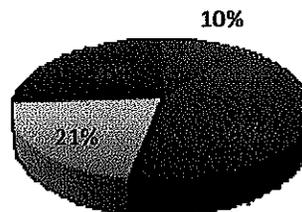
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Seventh Grade Reading



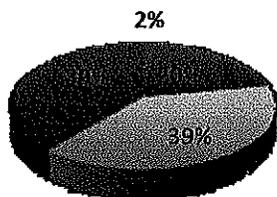
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Seventh Grade Math



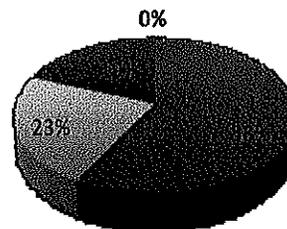
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Eighth Grade Math



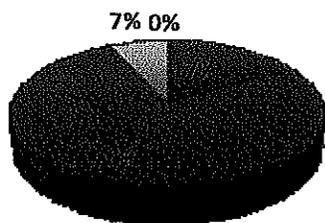
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Eighth Grade Reading



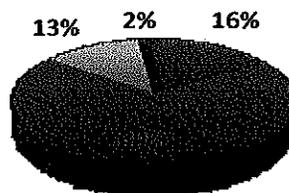
- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### English III



- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### Geometry



- Advanced
- Proficient
- Limited Knowledge
- Unsatisfactory

### A-F REPORT CARD REVIEW

2013

2014

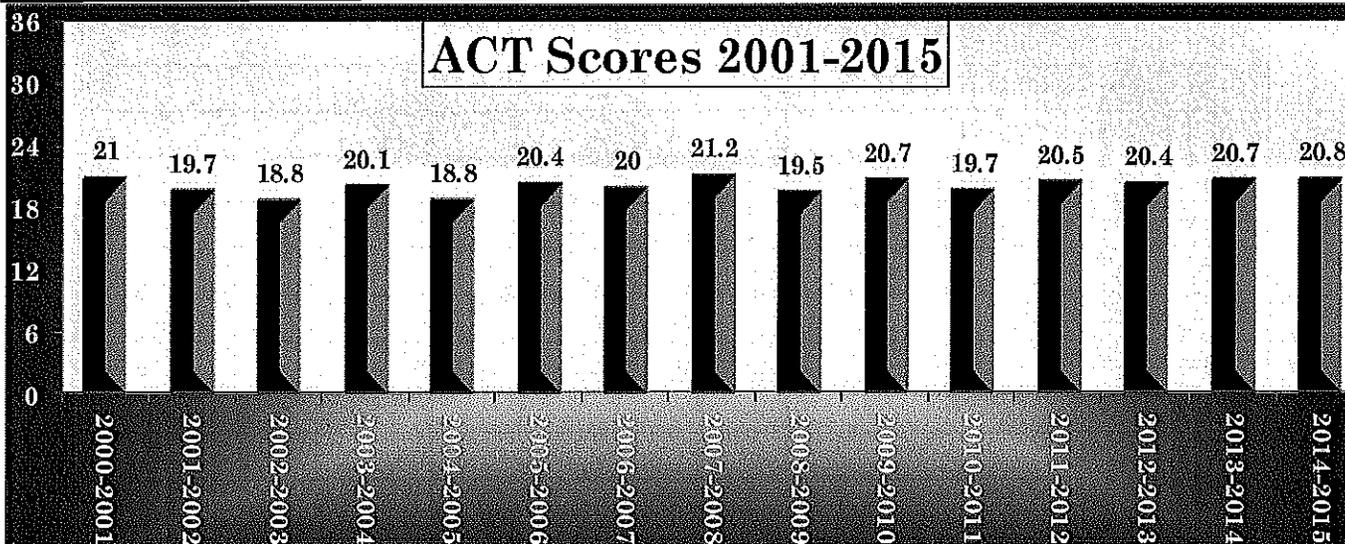
2015

District	School Name and Site Code	Grade
Stroud	Parkview ES (110)	C-
Stroud	Stroud MS (505)	D-
Stroud	Stroud HS (705)	B+

District	School Name and Site Code	Grade
Stroud	Parkview ES (110)	C
Stroud	Stroud MS (505)	C-
Stroud	Stroud HS (705)	B

District	School Name and Site Code	Grade
STROUD	PARKVIEW ES (110)	C+
STROUD	STROUD MS (505)	D-
STROUD	STROUD HS (705)	C+

### ACT Scores 2001-2015



*ACT Composite Scores for 2014-2015 is 20.8 for our graduating senior class. The State Average this year is 20.7. Please note our scores have been above 20 for 8 of the last 10 years which is a trend showing higher performance than previous years. Our school constantly monitors our students' progress in this area and provides supports beyond the normal classroom offerings in the form of workshops and student tutorials prior to testing.*

Stroud Academic Performance Production Plan

2015 Results

ACT Score---Stroud Public Schools—20.8

State Score---20.7

All employees qualify for a \$300 stipend based on the guidelines for the plan.

**Total Payment for ACT--\$25,500.**

Tested Subject/Score	Teacher	Stipend Amount
5 <sup>th</sup> Grade Social Studies/87%		\$200
5 <sup>th</sup> Grade Social Studies/87%		\$200
English II/83%		\$200
English II/83%		\$200
English II/83%		\$200
English III/93%		\$200
English III/93%		\$200
English III/93%		\$200
US History/85%		\$200
US History/85%		\$200
US History/85%		\$200
Geometry/84%		\$200
Geometry/84%		\$200
HS Pool		\$200
HS Principal		\$200
	<b>Total</b>	<b>\$4800.00</b>

**Total Package Total \$30,300**

# 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 EOD)

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 3<sup>rd</sup> Grade Reading, 3<sup>rd</sup> Grade Math, 4<sup>th</sup> Grade Reading, and 4<sup>th</sup> Grade Math.
  - B. 3<sup>rd</sup> Grade Teachers.
    1. Reading creates \$200 bonus.
    2. Math creates \$200 bonus.
  - C. 4<sup>th</sup> Grade Teachers.
    1. Reading creates \$200 bonus.
    2. Math creates \$200 bonus.
  - D. 5<sup>th</sup> 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. 6<sup>th</sup> Grade Teachers.
1. Reading creates \$200 bonus.
  2. Math creates \$200 bonus.
- G. 7<sup>th</sup> Grade Teachers.
1. Reading creates \$200 bonus.
  2. Math creates \$200 bonus.
  3. Geography creates \$200 bonus.
- H. 8<sup>th</sup> 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