

Longview Independent School District
Eligibility for the Longview Incentive for Teachers (LIFT)
Pay for Performance Campus Academic Distinction Designation Award Model
Employees with 20 Plus Years of Creditable Education Experience

This eligibility and award model document contains important information concerning performance awards. Staff with 20 years of experience are strongly urged to read the documents carefully.

The Longview ISD Incentive for Teachers (LIFT) Campus Academic Distinction Designation pay for performance award model provides recognition and performance pay for Longview ISD staff who are assigned to campuses who have earned Academic Distinction Designations as measured by the Texas Education Agency Accountability Distinction Designations.

Distinction designations are awarded in recognition of outstanding achievement in specific areas. Campus distinctions are based on indicators of student performance in comparison to forty similar campuses.

The distinction designations are awarded in the following areas:

- Academic Achievement in Mathematics
- Academic Achievement in Reading/English Language Arts
- Academic Achievement in Science
- Academic Achievement in Social Studies
- Top 25 Percent: Comparative Academic Growth
- Top 25 Percent: Comparative Closing the Gaps
- Postsecondary Readiness

Campuses evaluated by alternative education accountability (AEA) provisions are not eligible to earn distinction designations. The program is 100% funded through local funds as approved by the LISD Board of Trustees.

Campus Comparison Groups

Each campus is assigned to a unique comparison group that consists of schools (from anywhere in the state), that closely match the “target” school. These are first identified by school type: Elementary, Middle School, High School, and Elementary/Secondary. Schools that do not match a typical grade span are in the group that most closely matches it. Grade span is also used to identify similar campuses so that campuses with unique grade configurations are more closely matched. Within those categories, schools are grouped with 40 other schools that are most similar in campus size, low grade/high grade, percentage of economically disadvantaged students, mobility rate, and percentage of English language learners. All distinction designations for a campus are based on performance that is in the top quartile (Q1) of its comparison group.

- For the Academic Achievement Distinction Designations (AADD), there must be at least 20 campuses in the campus comparison group for a particular indicator. That is, if fewer than 20 campuses in the comparison group have an indicator, that indicator cannot be used to earn the distinction. This may affect schools with an uncommon range of grades.
- Because schools do not have access to the performance of other schools until the accountability data tables are released in August, a school cannot see where it places within its comparison group and therefore, cannot know whether it has earned a distinction until the ratings are released.

Available Funding

The total amount of funds approved for distribution for the LIFT Academic Distinction Designation award will be determined by the LISD Board of Trustees. Unlike previous award models implemented in LISD, any funds not awarded are not required to be distributed and will be reallocated to the general fund. See the award model chart on the last page for further details.

Criteria for Awards

The Longview Incentive for Teacher (LIFT) performance pay award for academic distinctions was implemented in an effort to acknowledge the hard work and dedication involved in campuses earning academic distinctions. Under the directive set out by the LISD Board of Trustees, the following criteria were outlined:

Awards are based upon the number of academic distinctions earned as determined by the Final TEA Accountability Ratings. Staff members with at least 20 years of creditable service who meet eligibility criteria outlined below are eligible to receive the Academic Distinction Award.

Eligibility Criteria

Personnel who are assigned to campuses who have earned academic distinction designations must meet the following eligibility rules:

- For staff eligible for LIFT payments, earned Distinction money will be determined on the number of instructional days you are present at work **WHILE** meeting the 92% attendance rule for the amount of instructional days you are employed in a year. Exceptions to the attendance rule will include documented catastrophic leave, family emergency, bereavement leave, disability, and family medical leave as defined by DEC (LOCAL) and school-related absences or closures.

Must have 92% or higher attendance rate from date employment begins.

Employee Eligibility	# Days Absence Allowed to meet Attendance Criteria	Percentage Attendance Rate
187 Day	15.0 Days	92%
197 Day	16.0 Days	92%
226 Day	18.0 Days	92%
260 Day	21.0 Days	92%

1. Must be continuously employed throughout the school year beginning with your start date.
2. Staff who have mandatory assignment transfers during the eligibility period will no longer remain eligible for the award.

3. Substitute teachers including long term substitutes are not eligible for the LIFT pay for performance distinction designation award.
4. Staff who are not full-time employees are eligible for distinctions based on the percentage of time worked.
5. District-level/ district-wide personnel who may be assigned to a campus such as central office administration, diagnosticians, directors, coordinators, technology specialists, or other such personnel are eligible to receive an award. The pay will be based on the overall district average for distinctions (total distinctions/campuses). Transportation, Maintenance, and Gardeners will not receive these payments.
6. Staff who are assigned to multiple campuses will receive a proportionate share of the eligible distinction designation award (i.e. a person assigned to a campus for 50% of their time will be eligible to receive 50% of the eligible award amount from that campus.) For example, a person is assigned 25% to one campus whose award amount is \$3,000 and 25% to another campus whose award amount is \$1,500 and to a third campus for 25% of their time whose award is \$0 and spends 25% of their time assigned to the district central office which is not eligible. Then this person would be awarded a total of \$1,125 as outlined below: (The determination of proportionate assignment will be based on Human Resources' documentation of the employee's assignment.)

$$\begin{aligned}
 &.25 \text{ of } \$3,000 = \$750 \\
 &.25 \text{ of } \$1,500 = \$375 \\
 &.25 \text{ of } \$0 = \$0 \\
 &\text{Total} = \$1,125
 \end{aligned}$$

7. ETMPA (East Texas Montessori Prep Academy) will be paid at the rate of their partner school Hudson PEP.
8. DADE (District Alternative Center and JDC) will be paid at a rate of \$1,000 per staff member.
9. LEGHS (Longview Early Graduation High School) will be paid based on the distinctions of its partner school Longview High School.
10. PFK (Playing For Keeps) will be paid based on district average of distinctions.
11. Employees must have 20 years of creditable experience in education.

Other Important Information for Awardees

Benefits will be deducted from the posted awards. The term “benefits” includes the matching portion that the district is required to pay on the employee’s behalf to the employee’s TRS and FIMM (Medicare) accounts as well as personal deductions for taxes and TRS that are normally paid by the employee.

- The Longview Incentive for Teachers (LIFT) pay for performance Distinction Designation award may be added to the regular paycheck or provided in a separate check. The district will utilize direct deposit for those employees who utilize the feature.

- After all of the staff eligible to receive an award have been identified and the amounts of the awards have been tabulated, the remaining un-awarded funds will not be re-distributed to those who received an award. Un-awarded funds will be returned to the LISD general fund.
- Only staff who meet the outlined criteria are eligible for the award.
- The amount of the distinction award for the school year is subject to change based on the board approval of funds. The amount to be paid for the 2022-2023 school year in December 2023 will be \$500 per distinction unless otherwise noted in the guidelines.
- Distinction payments are not guaranteed from year to year and only those qualifying in the year of payment will receive payment. Previous year payments have no bearing on the ongoing receipts of awards.
- There are always issues that arise that may cause a payment to be delayed beyond December. Longview ISD does not guarantee that employees will get their pay prior to leaving for the Christmas Holidays. We will do our best to clear up any issues and make the payments, however, it is at the discretion of Longview ISD to postpone the payments subject to more information or until an appeal has been heard by the committee. I suggest that employees do not assume they will be getting a check and make arrangements that are tied to these payments.
- All appeals must be submitted in writing by 4:00 p.m., January 12, 2024. Previous year awards are not appealable.

Eligible Campus Criteria

Eligible campuses included in the calculation of the LIFT Distinction Designations earned by the campus as reported through the Final Distinction Designations according to the Final Accountability Ratings released by the TEA.

Earning an Award

Awards are based upon the Academic Distinction Designations earned by the campus as reported through the Final Accountability Ratings released by the TEA. To earn an award, staff must meet the eligibility criteria.

Staff Award Amount Determinations

Staff award amounts will be calculated once the Final Accountability Ratings are released by the TEA. Staff award amounts are **based on the number of Academic Distinctions earned by the campus**. Each distinction designation received by the campus yields \$500. Secondary schools are eligible to meet up to 7 academic distinction designations (i.e. up to \$3,500), and elementary schools are eligible to receive up to 6 academic distinction designations (i.e. up to \$3,000).

- To be eligible to receive the staff award amounts outlined above, staff must have met eligibility criteria as outlined above.

Notification of Award Amount

Eligible staff will receive an award amount notification through a letter from the Human Resources Department during December of the year of payment.

Questions and Appeals

Questions

Questions regarding award amount determinations or eligibility may be directed to Ms. Shalona McCray via email at smccray@lisd.org.

Appeals

Appeals will be determined on a case by case basis and must be submitted in writing using the LIFT Appeal document no later than 4:00 p.m. Friday, January 12, 2024 to smccray@lisd.org. *Appeals submitted after this deadline will not be reviewed.* Please complete and submit the LIFT Appeal documentation found at <https://w3.lisd.org/careers/LIFT/appeals-process>.

Notification for the Results of Appeal

Notifications regarding the results of the appeal will be within 14 days of email or writing notice.