

ELIMINATION OF THE COMPENSATION PLAN Q & A

1. Why is the compensation plan being eliminated?

It was necessary to eliminate the compensation plan for 2009-10 due to budget constraints requiring substantial cuts across the district. The 2008-09 compensation plan cost the district \$2.6 million, and its elimination helped prevent the potential loss of 52 teaching positions.

2. Will the PDC plan ever be reinstated?

Any reinstatement of the compensation plan will be dependent upon the availability of future funds and based upon board approval of the CFISD Annual Budget.

3. What about classes that I've already taken this summer?

*Any PDC hours that you earned between 5/1/2009 and 7/14/2009 will be paid as per our 2008-09 compensation program. The payment for these classes will be included in the December 15, 2009 paycheck for active CFISD teachers and paraprofessionals.**

4. Do I get paid for a class that I registered for prior to 7/15/2009?

Regardless of the registration date, only those PDC hours EARNED between 5/1/2009 and 7/14/2009, will be paid as per our 2008-09 compensation program.

5. What happens if I take a class after 7/14/2009?

Any PDC credits earned on or after 7/15/2009 will count towards the 25/75 expectation and, if applicable, may be submitted to the Principal/DI for campus time equivalency.

6. What is the incentive to take professional development without any compensation?

In addition to your own professional growth and the continuous improvement of your knowledge and skills, PDC credit will still be applicable towards the 25/75 hour expectation, and, if applicable, may be used for campus time equivalency.

7. Will the 25/75 hour expectation for teachers still apply?

As you know, a Plan I teacher is eligible to move to Plan II based upon 2 criteria: 1), scoring 'Proficient' or higher on the CFPDAS for three consecutive years, and 2) earning 25 hours per year/75 hours per 4-year window. A Plan II teacher may still continue to remain on Plan II, pending their fulfillment of the 25/75 Professional Development Expectation.

8. Is the 25/75 "required" for teachers, even though there is no monetary compensation?

The 25/75 hour expectation has actually NEVER been required, and any teacher may score Proficient in CFPDAS Domain VI (Professional Development) without ever earning any off-contract hours. The only result of teachers not meeting the 25/75 Hour Expectation is their change of placement from Plan II back to Plan I on a year to year basis.

9. What if I begin a 2+ day class that begins before 7/15/02009 and ends AFTER 7/15/2009?

In this scenario, multi-day classes will be divided into 2 different classes, according to date; hours earned between 5/1/2009 and 7/14/2009 will be paid as per our 2008-09 compensation program. Those hours earned on or after 7/15/2009 not be paid but will still be applicable towards the 25/75 Hour Expectation, and, if applicable, may be used for campus equivalency.

10. What if I'm in the middle of a college class that is not finishing until after July 14th?

If you have begun a college class since May 1, 2009 that will not be completed until after the 7/14/2009 cutoff, payment for the class will be considered pending the receipt of documentation. Please send a copy of your registration and grade report to Linda Merrell in the Staff Development Office-ISC-S.

11. Will I get paid for additional college hours, since I'm in the middle of my degree plan?

Unfortunately, no. You will only be eligible for compensation for those college classes that met between May 1, 2009 and July 14, 2009. Refer to answer #10.

12. How will this affect out-of-district hours?

The guidelines will continue to apply that you will need to add any out-of-district classes to the PD Worksheet in Avatar and submit for approval to the appropriate content coordinator.

****Any hours earned on or before 07/14/2009 that you wish to be considered for compensation on December 15, 2009, MUST be reflected on your PD Record by November 15, 2009.***