

Feaster Incentive Program

Ad Hoc Committee:

Joshua Thorburn Certificated Board Member

Bertha Lopez Community Board Member

Bryan Mays Parent Board Member

Proposed incentives will be based on 4 goals set by staff as well as Board committee members. Each of the 4 goals will have to be met to achieve maximum incentive amount. There will be three tiers for different dollar amounts that will be available to the Whole Feaster staff. We will also take into account part time/full time status.

The three tiers would be as follows:

- *Reach 2 goals \$500.00

- *Reach 3 goals \$1000.00

- *Reach 4 goals \$1500.00

By putting different tiers in place we believe that each team member would benefit by putting their best foot forward to maximize the total incentive amount they receive.

These goals will only count for the 2016/2017 school year and will be revisited each year by the board and as the budget allows.

Payouts will be made in August of 2017. Any staff member that leaves prior to the August payout will not be eligible for the incentive.

**** If 4 goals achieved, maximum payout will be \$157,500**

Goals will be as follows:

1. ADA Improve from 97.4% to 97.7%
2. Customer Satisfaction Increase number of participants
 - A. All staff members 100%
 - B. All students in attendance 100%
 - C. Parents at least 40% of families
3. Student Achievement Data
 - A. All ELA {+5%}
 - B. All Math {+7%}
 - C. Local Measures Reading K-1 From 67.8% to 73% {+5%}
 - D. Achieve 3000 Reading 2nd grade Improve by 5%
4. Student Achievement Data--ELLs closing achievement gap
 - A. ELA {+10%}
 - B. Math {+9%}

**** If 4 goals achieved, maximum payout will be \$157,500**