

ProComp Incentive Payments							
Payments				Averages			
	<u># of FTE's</u>	<u># of Teachers</u>	<u>Payout Amount</u>	<u>Avg per FTE Earning Incentive</u>	<u>Avg per Teacher Earning Incentive</u>	<u>Avg per ProComp FTE</u>	<u>Avg Per Procomp Teacher</u>
Non-Salary Building Elements							
Hard To Staff	1,117.97	1,178	\$ 2,621,284	\$ 2,345	\$ 2,225	\$ 856	\$ 834
Hard to Serve	1,601.75	1,794	\$ 3,755,582	\$ 2,345	\$ 2,093	\$ 1,227	\$ 1,195
Growth School*	1,584.42	1,674	\$ 3,807,773	\$ 2,403	\$ 2,275	\$ 1,244	\$ 1,212
Top Performing Schools*	1,372.97	1,462	\$ 3,299,604	\$ 2,403	\$ 2,257	\$ 1,078	\$ 1,050
Tuition Reimbursement**	614.00	614	\$ 529,511	\$ 862	\$ 862	\$ 173	\$ 168
SGO - met 1 objective*	366.80	379	\$ 137,737	\$ 376	\$ 363	\$ 45	\$ 44
Exceeds Expectations*	363.10	365	\$ 872,624	\$ 2,403	\$ 2,391	\$ 285	\$ 278
Total Non-Salary Building Elements			\$ 15,024,115	Average Non-Salary Elements		\$ 4,907	\$ 4,780
Salary Elements							
PDU	1,940.45	1,976	\$ 1,421,768	\$ 733		\$ 464	\$ 452
Advanced Degrees	241.90	246	\$ 797,581	\$ 3,297		\$ 261	\$ 254
SGO - Met 2 objectives	2,151.70	2,203	\$ 807,985	\$ 376		\$ 264	\$ 257
Comprehensive Professional Evaluation***	2,124.05	2,186	\$ 1,182,650	\$ 557		\$ 386	\$ 376
Total Salary Elements			\$ 4,209,984	Average Salary Elements		\$ 1,375	\$ 1,339
ProComp Incentive Payout Totals			\$ 19,234,099	Average Total ProComp Elements		\$ 6,282	\$ 6,120
Benefit share (rate at 22.3%)			\$ 4,289,204				
Total ProComp Trust Payout			\$ 23,523,304				

2008-2009 ProComp FTE's **3,061.60**
 2008-2009 ProComp Teachers **3143**

* Incentive Earned over 2008-2009 School Year, and paid out during Fall 2009
 ** FTE does not apply to incentive amount, max of \$1000 per year
 *** Incentive is \$376 for probationary teachers, and \$1127 for non-probationary teachers