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| **Name:** | **SS#:** |
| **School:** | **Position:** |

**MISSION POSSIBLE 3rd GRADE READING, LANGUAGE ARTS OR MATH TEACHER AGREEMENT**

As a result of being employed as a **3rd Grade Reading, Language Arts or Math (NC End of Grade Testing Required)** teacher at _____ School during the _____ - _____ school year, you are eligible for incentives as defined by the "Guilford County Schools' Mission Possible Program." This agreement is for the _____ - _____ school year and is effective beginning _____.

**Recruitment and Retention Incentive:** In this position, you are eligible for a Recruitment and Retention Incentive of up to **$2,500 per year**. This will be paid in equal monthly installments for each month you work during the employment term for this school year.

**Performance Incentive:** In this position, you are eligible to receive a Performance Incentive based on NC ABC scores. You will receive up to $2,500 performance incentive if the entire 3rd Grade at your assigned school makes "Expected Growth" in reading and math according to NC ABC's. You will receive up to $4,000 performance incentive if the entire 3rd Grade at your school makes "High Growth" in reading and math according to NC ABC's.

Performance incentives will be paid in a lump sum during the following fiscal year when performance data becomes available. These incentives will be prorated according to the time worked during the tested cycle (the tested cycle is defined as the 140 work days prior to end of grade test administration).

**Professional Development:** You will receive specialized training during each year of your participation in Mission Possible. The Mission Possible Professional Development Guidelines on the Mission Possible webpage list the most current training requirements for each year of your participation.

**Special Requirements:** The following special requirements govern the Mission Possible Teacher Incentive Plan.

- **All required professional development courses must be completed within established timelines. Teachers who do not complete the required training in the time stipulated will have all incentives stopped and will forfeit any pending recruitment and/or performance incentives.**
- **If a 3rd Grade Teacher is part of the grade level group that does not make at least Expected Growth (ABC) in either Math and/or Reading for two consecutive years, a teacher will be subject to individual evaluations and being placed on an action plan and transferred out of the school prior to the new year, per principal discretion and teacher evaluation documentation. This decision (action plan, transfer, etc.) will be made by the principal and will be made on an individual basis per principal evaluation.**
- **When a teacher is placed on an Action Plan all incentives stop effective from the beginning of the pay period in which the Action Plan is initiated and remain stopped for the duration of the Action Plan.**

By my signature below, I am indicating that the above information has been reviewed with me and I understand the Recruitment and Retention Incentive and Performance Incentive(s) for which I am eligible.

_____ _____

Employee Signature Date

_____ _____

Human Resource Representative Signature Date