MP Contract I

Name:	SS#:
School:	Position:

MISSION POSSIBLE MIDDLE SCHOOL ALGEBRA I TEACHER WITH A MATH DEGREE OR 24 SEMESTER HOURS OF MATH AGREEMENT

As a result of being employed as an **Algebra I with College Degree in Mathematics or 24 semester hours in Mathematics (NC End of Course 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 **$9,000 per year (plus a pro-rated $1,000 when teaching Algebra I)**. 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 Value Added scores for the classes taught. You will receive up to $2,500 performance incentive if you have Value Added scores of 1.0 to 1.49 (Level 1) according to SAS Formula. You will receive up to $4,000 performance incentive if you have Value Added scores of 1.5 or higher (Level 2) according to SAS Formula.

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.**

- **Teachers who teach courses that require NC End of Grade or End of Course Testing and have Value Added scores 2 or more standard error units "Below" average, per SAS formula, for two consecutive years will be transferred out of the school.**

- **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