

Franklin Tech's Eagle Advantage for 2013-14

The **Eagle Advantage Program** at FTC is used as a teacher incentive program. Eagle Advantage funds have been allocated exclusively for salaries for work beyond the teacher contract time and outside of any Level 1 & 2 stipend duties. In the past we have used Eagle Advantage dollars for a variety of activities that support the Strategic Plan or Building School Improvement Plan. Typically EA money is paid to teachers who complete approved work in one of the following:

1. Academic Tutoring
2. Student Clubs/Activities
3. Professional Development/Duties

Eagle Advantage is open to all teachers (or certified staff) employed by Joplin Schools. Participation is a privilege not a right. There is no guarantee to any teacher for a specific salary amount through the program. Payment for any work through Eagle Advantage is ***in addition to the normal professional work expectations for all Joplin teachers. Activities required for all teachers as part of the school expectations do not qualify for Eagle Advantage payments.***

Example: Career Fair

GENERAL GUIDELINES AND RESTRICTIONS

- All hours and duties paid by EA must be completed outside the contract day to receive payment.
- All hours and duties must have prior approval of the administrator. Seek approval **BEFORE** completing hours to prevent any misunderstandings.
- For budgeting purposes, limits may be set for the number of hours accepted for any activity, event or duty. Hours submitted past the limit may not be honored.
- Teachers are responsible for maintaining appropriate logs of time and student contact as specified for each activity type and to submit them on time.
- For all student contact hours, teachers must keep student sign-in sheets that include the students name, grade, date and times. Those names and hours should be reported separately on the Eagle Advantage Student Contact Log.
- Teachers receiving stipends for any student club/activity cannot submit any hours related to said club/activity for EA funds.
- Teachers receiving stipends for any professional development activity cannot submit any hours related to said professional development activity for EA funds.
- Teachers who are struggling to meet performance expectations may be excluded from Eagle Advantage activities.

Our specific focus @ FTC includes:

- Tutoring for students - includes open lab times (must have student(s) in class the entire hour to count) which allows for student to make up hours in order to complete their program and graduate on time.
- Co-Curricular clubs- like SkillsUSA, TSA, DECA, FFA and FBLA in which you are spending time after school hours supporting CTOs and/or the students, will be paid by stipends. (see requirements below)
- Professional development activities- includes documented time spent meeting with your program advisory committee, documented time spent during the Annual MoACTE summer conference.

Clubs/Organizations and Co-Curricular Sponsorships.

Clubs/Organizations and Co-Curricular Sponsorships fall into 3 levels, since they are co-curricular so much of it falls within your daily duties. Level 1 and Level 2 sponsorships have been budgeted into district funds for several years and paid thru extra-duty stipends therefore, are not eligible for compensation under the Eagle Advantage Program. Level 1 and 2 sponsorships should NOT be logged on the teacher log sheet. *Level 3 sponsorships are for teachers at the classroom level. We will have a 2 tier level of stipend for those teachers.*

Tier One Stipend = \$200 – Must have 100% chapter, attend and supervise @ least 3 of the 5 listed activities.

- Sponsor a SkillsUSA school-wide committee
- Fall Leadership in Joplin – MSSU
- Contest meeting in Neosho – Crowder
- Program Contest – wherever
- Leadership Contest in Joplin– MSSU

Tier Two Stipend = \$500 – Must have 100% chapter, attend and supervise @ least 3 of the 5 listed activities.

- Sponsor a SkillsUSA school-wide committee
 - Fall Leadership in Joplin – MSSU
 - Contest meeting in Neosho – Crowder
 - Program Contest – wherever
 - Leadership Contest in Joplin– MSSU
- PLUS** State Contest & Leadership Conference at Linn State Tech.

Any sponsor Level 1 - 2 or 3 attending the week long SkillsUSA National Summer Conference and supervising students are eligible for a separate stipend of \$500 that will be paid out of Perkins dollars, **NOT** Eagle Advantage Funds.