

## Chapter PI 24

### TEACHING INCENTIVES PROGRAM

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Note: Chapter PI 24 was created as an emergency rule effective 12-26-85.

**PI 24.01 Purpose and application.** The purpose of this chapter is to establish policies and procedures to award grants as authorized under s. 115.40, Stats., to school boards to fund demonstration projects designed to implement innovations related to teacher compensation, career opportunities, professional development or performance assessment.

History: Cr. Register, July, 1986, No. 367, eff. 8-1-86.

**PI 24.02 Definitions.** In this chapter:

- (1) "Department" means the department of public instruction.
- (2) "School board" means the school board in charge of the schools of a public or private school district.
- (3) "State superintendent" means the state superintendent of public instruction for the state of Wisconsin.
- (4) "Teaching incentives program council" means the teaching incentives program council appointed by the state superintendent under s. 115.40 (3) (a), Stats.

History: Cr. Register, July, 1986, No. 367, eff. 8-1-86.

**PI 24.03 Grant Applications.** (1) A school board desiring to participate in the teaching incentives program shall submit a statement of intent to submit a proposal to the department signed by the school board president, district administrator and president of any labor organization which represents teachers in collective bargaining with the school district.

(2) Following submission of the statement of intent, the school board may submit a grant proposal. The proposal shall meet the following requirements:

- (a) The grant proposal shall be developed by a school district development council composed of teachers, administrators, school board members, and community members.
- (b) The grant proposal shall contain goals and objectives, a statement of needs and a description of how the needs were identified, an implementation plan including a schedule, and a budget.

(c) The grant proposal shall be signed by the persons required to sign the statement of intent under sub. (1). The president of the labor organi-

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zation shall certify in writing that the grant proposal is supported by a majority of labor organization members.

History: Cr. Register, July, 1986, No. 367, eff. 8-1-86.

**PI 24.04 Grant awards.** (1) The teaching incentives advisory council shall review the grant proposals and make recommendations to the state superintendent. The state superintendent shall review the grant proposals submitted under s. 115.40 (2), Stats., and shall determine the amount of the grant, if any, to be made to the school board.

(2) In determining which grant proposals shall be funded, the state superintendent shall consider the following:

(a) The quality of the proposals as indicated by:

1. The extent to which the goals and objectives of the proposed project relate to the purposes of the teaching incentives program under s. 115.40 (1), Stats.

2. The feasibility of the schedule for the implementation plan.

3. Review of the budget to determine whether the items included are related to the goals and objectives and the implementation plan of the project, and determine whether the amounts allocated are sufficient, or whether they are more than needed to implement the project.

4. Assessment of the extent to which the proposed project is in congruence with the identified needs.

5. The extent to which the goals and objectives of the project are likely to be attained if the project is implemented.

(b) The diversity of the projects, as follows:

1. To the extent possible, projects shall be funded in school districts of varying sizes; in both rural and urban areas; and spread out over various geographical areas of the state, as determined by the territories included in cooperative education service agencies under ch. 116, Stats.

2. Awards may be made to projects which emphasize one or more approaches to teaching incentives as identified under s. 115.40 (2), Stats. Some projects shall be selected which include all of the approaches under s. 115.40 (2), Stats., so that they effectively link components of the incentives program.

History: Cr. Register, July, 1986, No. 367, eff. 8-1-86.

**PI 24.05 Conditions of the grant award.** To be eligible to receive a grant award, a school board shall:

(1) Assure the state superintendent in writing that the grant award shall be used to promote the teaching incentive program indicated in the grant proposal.

(2) Establish an advisory council consisting of teachers, administrators, school board members, and community members for the duration of the project.

(3) Provide assurance in writing that the project does not supplant existing programs.

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(4) Match the grant award as required under s. 115.40 (3) (b), Stats. The match may be in the form of cash or necessary and reasonable direct or indirect costs incurred by the school district for the teaching incentives program. Allowable costs include costs incurred by the advisory council; auditing and budgeting costs; communication costs; materials and supplies necessary to carry out the program; compensation for personal services rendered including wages, salaries, supplementary compensation and fringe benefits; and other costs included in the approved budget for the project. All other costs are unallowable unless specifically approved by the state superintendent.

(5) Prior to the end of the first school year of the project, each participating school district shall submit a report to the department describing the progress made in meeting the goals and objectives during the first year, and a statement of expenditures made during the first year. Prior to June 30 of the second year of the project, each participating district shall submit a final report to the department.

(6) Each school board shall agree to participate with the department in an evaluation of the project to include both qualitative and quantitative criteria. Specific quantitative criteria may include data such as student and teacher absence rates and student performance.

History: Cr. Register, July, 1986, No. 367, eff. 8-1-86.

**PI 24.06 Noncompliance with the conditions of the grant.** (1) If the school board does not comply with the conditions of the award under s. PI 25.05, the teaching incentives program council shall review the project and make one of the following recommendations to the state superintendent:

- (a) To withdraw funding for the project; or
- (b) To establish additional conditions and a schedule which will bring the project into compliance with this chapter, and monitor the project closely to be sure that the conditions are met.

(2) The state superintendent shall notify the school board of the recommendation of the teaching incentives program council and that the school board has 30 days in which to request a hearing. Within 30 days after receiving the notification the school board may reply to request a hearing before the state superintendent or his or her designee. The state superintendent shall review the recommendation of the teaching incentives program council and any testimony presented at the hearing and shall accept, modify or reject the recommendation.

History: Cr. Register, July, 1986, No. 367, eff. 8-1-86.