

CR 85-199

CERTIFICATE

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STATE OF WISCONSIN)
) SS
DEPARTMENT OF PUBLIC INSTRUCTION)

JUN 12 1986
5:35 pm
Revisor of Statutes
Bureau

I, State Superintendent of the Department of Public Instruction and custodian of the official records of said department, do hereby certify that the annexed rule relating to the implementation and administration of the teaching incentives program was duly approved and adopted by this Department on the first day of the month following publication in the Wisconsin Administrative Register.

I further certify that said copy has been compared by me with the original on file in this Department and the same is a true copy thereof, and of the whole of such original.

IN TESTIMONY WHEREOF, I hereunto set my hand and affixed the official seal of the Department at General Executive Facility (GEF) 3, 125 South Webster Street, P.O. Box 7841, in the city of Madison, this 12th day of June, 1986.


Herbert J. Groves
State Superintendent
State Department of Public Instruction

ORDER OF THE
DEPARTMENT OF PUBLIC INSTRUCTION
CREATING RULES

1 To create Chapter PI 24, relating to the implementation and administration of the
2 teaching incentives program.

Analysis by the Department of Public Instruction

1985 Wisconsin Act 29 created s. 115.40, which establishes a teaching incentives program effective July 20, 1985. The purpose of the program is to identify innovations and incentives related to teacher compensation, career opportunities, professional development and performance assessment that may lead to an improvement in the quality of instruction. The rules establish application procedures, outline selection criteria, describe funding procedures and require evaluation of the projects. The department previously promulgated these rules as emergency rules.

3 Pursuant to the authority vested in the department of public instruction by
4 s. 115.40(3)(e), Stats., the state superintendent hereby creates rules interpreting s. 115.40,
5 Stats., as follows:

6 SECTION 1. Chapter PI 24 is created to read:

7 Chapter PI 24

8 TEACHING INCENTIVES PROGRAM

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

13 PI 24.02 DEFINITIONS. In this chapter:

14 (1) "Department" means the department of public instruction.

15 (2) "School board" means the school board in charge of the schools of a public or private
16 school district.

17 (3) "State superintendent" means the state superintendent of public instruction for the
18 state of Wisconsin.

1 (4) "Teaching incentives program council" means the teaching incentives program
2 council appointed by the state superintendent under s. 115.40(3)(a), Stats.

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

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

9 (a) The grant proposal shall be developed by a school district development council
10 composed of teachers, administrators, school board members, and community members.

11 (b) The grant proposal shall contain goals and objectives, a statement of needs and a
12 description of how the needs were identified, an implementation plan including a schedule, and
13 a budget.

14 (c) The grant proposal shall be signed by the persons required to sign the statement of
15 intent under sub.(1). The president of the labor organization shall certify in writing that the
16 grant proposal is supported by a majority of labor organization members.

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

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

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

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

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

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

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

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

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

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

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

18 PI 24.05 CONDITIONS OF THE GRANT AWARD. To be eligible to receive a grant
19 award, a school board shall:

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

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

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

25 (4) Match the grant award as required under s. 115.40(3)(b), Stats. The match may
26 be in the form of cash or necessary and reasonable direct or indirect costs incurred by the
27 school district for the teaching incentives program. Allowable costs include costs incurred

1 by the advisory council; auditing and budgeting costs; communication costs; materials and
2 supplies necessary to carry out the program; compensation for personal services rendered
3 including wages, salaries, supplementary compensation and fringe benefits; and other
4 costs included in the approved budget for the project. All other costs are unallowable
5 unless specifically approved by the state superintendent.

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

11 (6) Each school board shall agree to participate with the department in an evalua-
12 tion of the project to include both qualitative and quantitative criteria. Specific quantita-
13 tive criteria may include data such as student and teacher absence rates and student
14 performance.

15 PI 24.06 NONCOMPLIANCE WITH THE CONDITIONS OF THE GRANT. (1) If the
16 school board does not comply with the conditions of the award under s. PI 25.05, the teach-
17 ing incentives program council shall review the project and make one of the following
18 recommendations to the state superintendent:

19 (a) To withdraw funding for the project; or

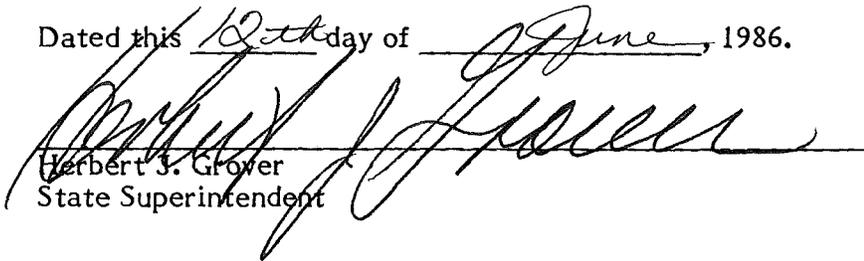
20 (b) To establish additional conditions and a schedule which will bring the project
21 into compliance with this chapter, and monitor the project closely to be sure that the
22 conditions are met.

23 (2) The state superintendent shall notify the school board of the recommendation
24 of the teaching incentives program council and that the school board has 30 days in which
25 to request a hearing. Within 30 days after receiving the notification the school board may
26 reply to request a hearing before the state superintendent or his or her designee. The

1 state superintendent shall review the recommendation of the teaching incentives program
2 council and any testimony presented at the hearing and shall accept, modify, or reject the
3 recommendation.

The rules contained in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register as provided in s. 227.22(2) (intro.) Stats., as recreated by 1985 Wisconsin Act 182.

Dated this 12th day of June, 1986.


Herbert J. Grover
State Superintendent

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