**Results Based Funding and Early College Incentive Funds Spending Plan**

**Here are some Facts:**

* We have been awarded  the following amount this year in Results based Funding:  **$251,228.91**  (last year we were awarded roughly $248,000)
* We have **$59,983.20**  left from last year’s RBF that we saved (the district took out more from our RBF account than we budgeted for last year and pre-paid taxes and benefits on everyone’s bonuses which increased bonuses, but decreased the carry over)
* We will not be able to share Early College Incentive Bonuses with non AP teachers this year—this will go to AP teachers

**Here is the proposal:**

* Give all certified staff bonuses based on the formula we used last year; we created a baseline for RBF bonuses and use our sliding scale matrix to determine the minimum bonus for all non AP teaching certified staff. AP teachers who earn above the RBF minimum do not get an RBF bonus, AP teachers who get below the RBF minimum get a combo of RBF and AP bonuses and non AP teachers get the minimum RBF.  This allows the maximum payout for non-AP teachers
	+ Example: If the RBF minimum payout is $5,000:
		- A non AP teacher would get $5,000 from RBF
		- An AP teacher who earned $4500 in AP bonuses would get an additional $500 from RBF
		- An AP teacher who earned  $5,001 or more, would NOT receive RBF money
* Keep a minimum of 2.0 FTE ($110,000) from RBF (including carry over from last year) to protect FTE or increase FTE if needed.  This means that we recommend holding **$110,000** minus last year’s carry over of **$59,983.20** (Which means we are proposing we save **$50,016.80** from this year’s RBF)
* We recommend a total of **$201,212.11** be used for teacher bonuses with the exception of reserving **$50,016.80**. This is about $100,000 more than we set aside last year for teacher bonuses.  This means that the baseline bonuses should be much larger due to putting more money aside AND having more teacher eligible for AP bonuses.
* Because we do not have the AP bonus amounts yet, we cannot give a minimum bonus dollar amount, but last year’s was about $4500 and this proposal should guarantee minimum bonuses to higher than last year’s.