

Lake County Schools

Beverly Shores Elementary School



2021-22 TSSSA Plan

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Eligibility and Allocation

Eligibility

Eligibility for 2021-22 TSSSA will be based on 2019 school grades and meeting one of the following criteria: a school implementing a turnaround plan or a turnaround school that has improved to a C or higher and has exited turnaround status within the last two years.

The preliminary allocation is based on a per-FTE funding amount of \$500 or as provided by the General Appropriations Act. Districts are required to complete a district-level plan. In addition, school-level plans are also required. The district and school level plans must be submitted to your school board for approval by August 1. The school board approved plan is due to the Bureau of School Improvement no later than September 1.

Allocation

School ID	School Name	Implementing	Exited Year 1	Exited Year 2	Preliminary Allocation	Updated Allocation
0031	Beverly Shores Elementary School				\$267,635.00	

Plan Assurances

Family and Community Partnerships

Assure that the school will implement strategies to establish comprehensive support services that develop family and community partnerships.

YES

Academic and Character Standards

Assure that the school will implement strategies to establish clearly defined and measurable high academic and character standards.

YES

Parental Involvement

Assure that the school will implement strategies to increase parental involvement and engagement in the child's education.

YES

Incentives for Instructional Personnel

Assure that the school will implement strategies to identify, recruit, retain, and reward instructional personnel.

YES

Professional Development

Assure that the school will implement strategies to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

YES

Focused Instruction

Assure that the school will implement strategies to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

YES

Plan Items

Family and Community Partnerships

Explain how the school will establish comprehensive support services that develop family and community partnerships.

Beverly Shores Elementary (BSE) will satisfy this item with funds from Title I Part A (TIPA), UniSIG, School Budget and district allocations. BSE has a Family School Liaison (FSL) to assist in developing partnerships in the community and with families; the position is funded through TIPA at \$34,961.28.

Due to Covid-19 and the district protocols, we were unable to host our "Parent Leadership Training" scheduled for last year. The Beverly Shores School Advisory Committee (SAC) voted to fund (\$3,400) a "Parent Leadership Training" for the 20-21 school year and it will be implemented this 21-22 school year. A consultant will work with the FSL and the school to increase parent involvement. This is a 6-week course that will be conducted at the beginning of the school year to prepare parents with the right tools in order to team up with the school to help support their children.

The school and local community have created a Community Assessment Team (CAT) which meets four times annually; meetings are open for the public to attend. The team is comprised of parents, educators, local government and business representatives, and community activists. CAT will review BSE's performance data and conduct meetings to discuss and explore viable ways to support BSE and meet the needs of its students.

BSE has ongoing support services and programs in place for students and families that include a Laundry Program to wash/dry student clothing onsite, Food Backpack Program to provide food for students to take home for the weekend, and a clothes closet. Local community businesses and faith-based organizations are partnering with BSE to provide holiday meals and gifts for students and families.

BSE has ongoing partnerships with 5 local churches that will provide book donations, fundraising activities, school supplies, and breakfast for Faculty/Staff. BSE has partnered with "Tutors for Kids" which provides approximately 45 volunteers to read with K-2 students during the school day.

Academic and Character Standards

Explain the strategies the school will implement to establish clearly defined and measurable high academic and character standards.

TSSSA will provide funds to Beverly Shores Elementary (BSE) for: #1-Administration Writing Team: An administrative team of 5 people will work 6 hours per day for 18 days (June 20-July 21) beyond contract time to collaboratively create and edit the school wide systems such as the Safety Plan, Teacher Handbook, Student Handbook, Discipline Ladder, PBIS protocols and procedures with posters, schedules and rosters. #2-Grade Level Teacher Writing Teams: Teachers will work 7.5 hours per day for 2 days during the (2022) summer to collaboratively write curriculum for both Math and ELA content areas. Lesson plans will be developed and student tasks created. #3-Leadership Writing Team for Class Rosters: A leadership team of 5 people (SEL Team, Instructional Coaches and the Potential Specialist) will work 6 hours per day for 8 days (June 1-9) beyond contract time to constructively create class rosters and next steps for students going into the next grade level, to support teacher understanding and planning for instruction. #4-Leadership Bootcamp Writing Team: Leadership and administration members will collaborate and plan for implementation of Teacher Bootcamp training sessions (MTSS, Common Planning, and PBIS protocols). This Bootcamp sets the overall tone and the strategies for implementation of high academic standards and a positive culture at BSE. #5-Social Emotional Writing Team: A team of three leadership members (Potential Specialist, Mental Health Liaison, and Guidance Counselor) will write/create the Restorative Practices and Mental Health training to be implemented for teachers used during Teacher Bootcamp. Training content created using Sanford Harmony program and Restorative Practices. #6- Bootcamp for Teacher Participants: Teachers will collaborate and train for 3 days, 5 hours per day (before pre-planning during the summer of 2022) with the Leadership team facilitating learning to connect, review and evaluate the vision and goals established by the writing teams. This Bootcamp sets the overall tone and the strategies for implementation of high academic standards and a positive culture at BSE. #7-Bootcamp Trainers: Leadership members will facilitate teachers collaborating and learning for three days (before pre-planning during the summer of 2022) with the purpose of reconnecting, reviewing and evaluating the vision and goals established by the writing teams. #8- Materials and supplies for teacher Bootcamp to support the capacity building of both teachers and leaders includes, but is not limited to: binders, chart paper, dry erase markers, permanent markers, post its, staples, notebooks, pens, highlighters. #9-The ELA K-2 Instructional Literacy Coach will work with all ELA teachers in grades K-2, supporting the implementation of the new State of Florida B.E.S.T. Standards and the newly adopted ELA/Reading curriculum. This coach assists in collaborative planning and standards aligned lessons, along with side-by-side coaching and use of the instructional coach cycle. Beverly Shores Elementary (BSE) will also include funds from Title I Part A (TIPA), UniSIG, and LCS District allocations to satisfy this item.

The School Advisory Committee (SAC) budget will provide funds (\$600) to implement Study Island for Science for BSE 5th grade students to better prepare them to achieve proficiency on the FCAT 2.0 Science assessment. They will also provide funding for Core Connections to assist 4th-5th grade ELA teachers with improving their skill set in. teaching writing. BSE will implement strategies at the school level to help students reach high academic results as follows: institute common planning time for teachers led by an instructional coach to review standard and to focus on effective instructional delivery strategies. BSE administrators will conduct daily classroom learning walks for every grade level for a total of 10 walks minimum, weekly, to ensure teachers and students are aligned with BSE's high academic goals and standards; provide common assessments and grading to ensure all students in each grade level are attaining the same academic standards and goals and receiving equal grades for equal work; host quarterly teacher data chats led by grade-level and/or department chairs to review student data results to ensure the need for interventions and remediation are identified and implemented as early as needed to obtain the best results and improvement by students; implement teacher scheduling and class teaching structures that allow for in-class intervention and remediation in small groups for students needing extra support; and extending the school day to maximize teacher schedules to support students with more time

to reach high academic standards.

District allocations will provide funds (\$65000 each) for the following positions at BSE that directly support helping students achieve higher character standards: Guidance Counselor will work with students one-on-one, in small and whole groups to mentor and assist them in setting goals and implementing strategies to achieve greater character development. Positive Alternative to School Suspension (PASS) Teacher will provide a supervised and structured environment for students assigned to in-school suspension program, implementing social, emotional learning, behavioral, and academic supports while students complete their classwork assignments. Mental Health Liaison will provide direct support to at-risk students by conducting individual and group counseling, coordinating crisis intervention and prevention, and collaborating with community agencies, parents, teachers, students and school staff. Potential Specialist supports the EWS system by providing resources to families in conjunction with the Family School Liaison. In addition, this position is a member of the Social Emotional Learning (SEL) Team and assists in Tier 2 and 3 behavior interventions and targeted supports. BSE will incorporate the district's Restorative Practices program which will help students exhibit positive behavior, build/restore relationships, participate in community circles, maintain safety in the school and local community, and provide students with a voice and a means to resolve conflicts in a constructive manner.

LCS District's Student Services department obtained free curriculum for BSE for the following programs: 1) Sanford Harmony social emotional learning (SEL) program builds healthy relationships and develops boys and girls into compassionate and caring adults. SEL includes problem-solving skills, teaches children to embrace diversity, and builds healthy relationships that last until adulthood. 2) Leaps is a comprehensive K-12 system available for social and emotional development and positive behavior change. Leaps incorporates 242 lesson plans covering 109 critical skills at 3 levels of maturity that is backed by 25 years of evidence-based research and real world experience. Leaps includes a fully vetted assessment tool providing meaningful data and is based on scientifically valid mental health research.

Parental Involvement

Explain the strategies the school will implement to increase parental involvement and engagement in the child's education.

Beverly Shores Elementary (BSE) will satisfy this item by utilizing funds from Title I Part A (TIPA) and UniSIG as follows: An 8-hour Family School Liaison (FSL) will be hired (funded by TIPA, Item 1) to increase the personnel available on the BSE campus implementing strategies to positively affect parental involvement and engagement. The FSL, along with the Potential Specialist (funded by the district) will be contacting parents through telephone calls, school appointments and campus tours, and home visits. This personal communication will include opportunities to teach strategies for working with students at home; encourage parents to visit and tour BSE to become comfortable and feel welcome on the school campus; and explain and provide invitations to upcoming family engagement events at BSE. Home visits will also provide opportunities to collect parent/family feedback and input on school activities and events; and invite and encourage parents to participate as school volunteers for the classroom, field trips, or campus events. The FSL will assess family and student needs while in the home that could be alleviated by available BSE and community resources. The FSL will also be responsible for coordinating BSE volunteers by meeting with parents and community members committed to supporting and helping BSE and recruiting them to volunteer their talents to ensure its success.

BSE has partnered with Dr. Smalley to provide a "Parent Leadership Training." (\$3400 SAC funded). A consultant will work with the FSL and the school to increase parent involvement.

This is a 6-week course that will be conducted at the beginning of the school year to prepare parents with the right tools in order to team up with the school to help better support their children. Due to Covid-19, the program was not able to be implemented last year and will be reintroduced in the 21-22 school year.

The FSL will also be responsible for the Parent and Family Engagement Center (PFEC) on the BSE campus which houses educational resources for parents to check out to assist their children improve specific academic skills; resources include books, games, and activities, as well as laptops and iPads for access to educational technology games and skill practice. Classroom teachers utilize Teacher Prescription Pads (TPP) to inform parents of the specific skills the student needs to practice and parents give the FSL at the PFEC the TPP. The FSL will suggest appropriate options and items for the parent to check out and take home to work with the student. Parents will be encouraged to visit the PFEC to become familiar with its resources and also to obtain any resources their family may lack and need such as clothing, food backpacks, school supplies, and personal care items. The FSL will also communicate extensively with parents through phone calls and social media on an ongoing basis.

BSE will offer monthly Family and Parent Engagement events that provide opportunities for parents and families to participate in workshops and a Parent University. The Parent University will focus on showing parents how to support their student's reading and math skills as well as provide parents with information about the Florida Standards Assessment (FSA). Since BSE classroom teachers will be the primary and integral component of these events, this will encourage parents to attend and thereby form and intensify relationships with their child's teacher and other BSE staff. Interpreters will be available at all Family and Parent events to ensure non-English-speaking parents and Deaf parents are able to fully participate and take advantage of BSE events and their student's education.

BSE will increase the number of staff working directly with parents and families in order to devote the personal attention, interest, and time indispensable in forming strong family-school relationships. This will lead to increased awareness, interest, and commitment by parents to engage in their child's school and education and to seek opportunities to do so via BSE workshops and parent events.

Incentives for Instructional Personnel

Explain the strategies the school will implement to identify, recruit, retain, and reward instructional personnel.

As referenced in the **K-12 ESEA Common Program Guidance**, Recruitment, retention and reward incentives must be based on a three-year aggregate state value-added model (VAM) score. If state VAM is not available, another student growth model may be proposed. The student growth model must be fair and reliable. The LEA must submit the model demonstrating the classification and distribution of non-state VAM teacher scores for approval. Incentives can be part of a structured pay system or a Memorandum of Understanding (MOU); however, the above criteria shall apply. Incentives for attendance and non-instructional personnel are not allowable. Recruitment incentives for teachers with less than one year of experience or for hard to staff positions will be considered on a case by case basis.

As referenced in the K-12 ESEA Common Program Guidance, Recruitment, retention and reward incentives must be based on a three-year aggregate state value-added model (VAM) score. If state VAM is not available, another student growth model may be proposed. The student growth model must be fair and reliable. The LEA must submit the model demonstrating the classification and distribution of non-state VAM teacher scores for approval. Incentives can be part of a structured pay system or a Memorandum of Understanding (MOU); however, the above criteria shall apply. Incentives for attendance and non-instructional personnel are not allowable. Recruitment incentives for teachers with less than one year of

experience or for hard to staff positions will be considered on a case by case basis. District 35 (Lake) will use the following model to calculate student growth for teachers who do not have a VAM record assigned by the FL Department of Education at Beverly Shores Elementary School:

Insert new district information by Guido Zamora

Retention efforts will include the salary supplements and complimentary childcare as well as ongoing partnerships and sponsorships with local faith-based and community organizations that will regularly and periodically support and recognize BSE teachers. This will include staff breakfasts, gift card donations, classroom and art supplies, book drives to supplement classroom libraries, recognition and promotional gifts and items. The support and sponsorship from community partners is designed to help BSE teachers feel important, respected, needed, and loved. BSE teachers' efforts will be showcased and celebrated for all to know and see and to instill in them a sense pride that they are a vital and indispensable member of the BSE team.

Professional Development

Explain the strategies the school will implement to provide professional development that focuses on academic rigor, direct instruction, and creating high academic and character standards.

TSSSA funds will be used during the 2021-2022 school year to implement a 4-day Teacher Boot Camp used to set the overall tone by establishing a positive culture. Teachers will collaborate and train for 3 days, 5 hours per day (before pre-planning during the summer of 2022) with the Leadership team facilitating learning to connect, review and evaluate the vision and goals established by the writing teams. Teachers will also create a common focus for instructional practices that includes student voice and building healthy student relationships. Title I Part A funds will be used by teachers to have the opportunity for Collaborative Planning two times a week. Collaborative planning enables teacher groups to work together on standards based instruction that will challenge students to think, perform, and grow to a level that they were not at previously.

Additional professional development will be funded by the SAC for a consultant to join efforts with BSE. Core Connections will bring professional development for grade 4-5 teachers. Consultants help teachers determine weaknesses in the writing and then create specific, intentional lessons and models to reteach to those weaknesses. Students learn through the process of revising and editing to meet the expectations of the writing standards. District support and professional development with instructional delivery will take place throughout the year with a focus on the district initiative of reading, writing, thinking and talking. District and school leaders will participate in Learning Walks weekly looking for learning through explicit, intentional, and differentiated instruction meeting the needs of all students. Feedback from these walks will be used to drive discussion and learning during professional development and faculty meetings.

Focused Instruction

Explain the strategies the school will implement to provide focused instruction to improve student academic proficiency, which may include additional instruction time beyond the normal school day or school year.

TSSSA will also provide BSE with funds to pay teacher leaders to participate in Leadership Writing Teams. Teams will establish a shared vision and set goals for high academic standards, write curriculum, and form teacher coaching and modeling plans for the classroom. TSSSA will provide BSE with funds to pay teachers to attend Boot Camp for Teachers. At this boot camp, BSE teachers will collaborate and work three days (before pre-planning during the

summer of 2022) with BSE leadership to review and evaluate the vision and goals established by the writing teams. The Boot Camp encourages teacher input and participation in setting the overall tone and implementing strategies for the improvement of student academic proficiency at BSE.

BSE will also satisfy this item with funds from TIPA and LCS district funds. The District will provide funds to pay BSE teachers to work an additional time to extend the school day to 7.75 hours for the entirety of the 2021-2022 school year. This time added to the school day will enable BSE to increase the intervention block to maximize student learning.

Part V: Budget

This section will assist in generating a school TSSSA budget for submission based upon each budget item tied to a Plan Item identified in the Part III: Plan Items.

Access the budget by clicking the blue Manage Budget button. This will direct you to the Budget page. This page includes the breakdown of funds by Plan Item.

1	III.1.	Family and Community Partnerships				\$0.00
2	III.2.	Academic and Character Standards				\$150,817.52
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6300	210-Retirement	0031 - Beverly Shores Elementary School			\$2,044.98
			<i>Notes: Gradel Level Writing Teams Employee Benefits: Retirement 10.82%</i>			
	6300	220-Social Security	0031 - Beverly Shores Elementary School			\$1,445.85
			<i>Notes: Grade Level Writing Teams Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6300	240-Workers Compensation	0031 - Beverly Shores Elementary School			\$115.29
			<i>Notes: Gradel Level Writing Teams Employee Benefits: Worker's Comp at .61%</i>			
	6400	130-Other Certified Instructional Personnel	0031 - Beverly Shores Elementary School	TSSSA	1.0	\$46,092.50
			<i>Notes: The ELA K-2 Instructional Literacy Coach will work with all ELA teachers in grades K-2, supporting the implementation of the new State of Florida B.E.S.T. Standards and the newly adopted ELA/Reading curriculum. This coach assists in collaborative planning and standards aligned lessons, along with side-by-side coaching and use of the instructional coach cycle.</i>			
	6400	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$4,987.21
			<i>Notes: ELA Literacy Coach K-2 Employee Benefits: Retirement 10.82%</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$3,526.08
			<i>Notes: ELA Literacy Coach K-2 Employee Benefits: Social Security 6.20%/Medicare 1.45%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$281.16

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			<i>Notes: ELA Literacy Coach K-2 Employee Benefits: Worker's Comp .61%</i>			
	6400	230-Group Insurance	0031 - Beverly Shores Elementary School	TSSSA		\$9,520.80
			<i>Notes: ELA Literacy Coach K-2 Employee Benefits: Group Insurance \$9520.80</i>			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$15,000.00
			<i>Notes: Bootcamp for Teacher Participants: Teachers will collaborate and train for 3 days, 5 hours per day (before pre-planning during the summer of 2022) with the Leadership team facilitating learning to connect, review and evaluate the vision and goals established by the writing teams. This bootcamp sets the overall tone and the strategies for implementation of high academic standards and a positive culture at BSE. 50 people x 15 hours x \$20 per hour = \$15000.</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$1,147.50
			<i>Notes: Bootcamp Teacher Participants Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$4,500.00
			<i>Notes: Bootcamp Trainers: Leadership members will facilitate teachers collaborating and learning for three days (before pre-planning during the summer of 2022) with the purpose of reconnecting, reviewing and evaluating the vision and goals established by the writing teams. This bootcamp sets the overall tone and the strategies for implementation of high academic standards and a positive culture at BSE. Leadership Members as Trainers (10) at a rate of pay for presenting \$30 per hour, 5 hours per day, for three days total. 10 people x 15 hours x \$30 per hour = \$4500</i>			
	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$4,500.00
			<i>Notes: Leadership Bootcamp Writing Team: Leadership members will collaborate and plan for implementation of Teacher Bootcamp training sessions (MTSS, Common Planning, and PBIS protocols). This bootcamp sets the overall tone and the strategies for implementation of high academic standards and a positive culture at BSE. Leadership Members writing content for trainings at a rate of pay for \$30 per hour, 5 hours per day, for three days total. 10 people x 15 hours x \$30 per hour = \$4500</i>			
	6300	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$486.90
			<i>Notes: Leadership Bootcamp Writing Team Employee Benefits: Retirement 10.82%</i>			
	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$11,700.00
			<i>Notes: Administration Writing Team: An administrative team of 5 people will work 6 hours per day for 13 days (June 20-July 12) beyond contract time to collaboratively create and edit the school wide systems such as the Safety Plan, Teacher Handbook, Student Handbook, Discipline Ladder, PBIS protocols and procedures with posters, schedules and rosters. 5 people x 78 hours X \$30 per hour = \$11700</i>			
	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$7,200.00
			<i>Notes: Leadership Writing Team for Class Rosters: An administrative team of 5 people (SEL Team, Instructional Coaches and the Potential Specialist) will work 6 hours per day for 8 days (June 1-9) beyond contract time to constructively create class rosters and next steps for students going into the next grade level, to support teacher understanding and planning for instruction. This team will consist of 5 people, \$30 per hour, 6 hours per day for 8 days. 5 people x 48 hours x \$30 = \$7200</i>			

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	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$18,900.00
			<i>Notes: Grade Level Teacher Writing Teams: Teachers will work 7.5 hours per day for 2 days during the (2022) summer to collaboratively write curriculum for both Math and ELA content areas. Lesson plans will be developed and student tasks created. 42 people x 15 hours x \$30 = \$12600</i>			
	6300	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$1,350.00
			<i>Notes: Social Emotional Writing Team: A team of three leadership members (Potential Specialist, Mental Health Liaison, and Guidance Counselor) will write/create the Restorative Practices and Mental Health training to be implemented for teachers used during Teacher Bootcamp. Training content created using Sanford Harmony program and Restorative Practices. This team is 3 people, \$30 per hour for two days. 3 people x 15 hours x \$30 per hour = \$1350</i>			
	6400	510-Supplies	0031 - Beverly Shores Elementary School	TSSSA		\$12,833.74
			<i>Notes: Materials and supplies for teacher bootcamp to support the capacity building of both teachers and leaders includes, but is not limited to: binders, chart paper, dry erase markers, permanent markers, post its, staples, notebooks, pens, highlighters.</i>			
	6400	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$486.90
			<i>Notes: Bootcamp Trainers Employee Benefits: Retirement 10.82%</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$344.25
			<i>Notes: Bootcamp Trainers Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$27.45
			<i>Notes: Bootcamp Trainers Employee Benefits: Worker's Comp .61%</i>			
	6300	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$344.25
			<i>Notes: Leadership Bootcamp Writing Team Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6300	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$27.45
			<i>Notes: Leadership Bootcamp Writing Team Employee Benefits: Worker's Comp at .61%</i>			
	6300	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$1,265.94
			<i>Notes: Administration Writing Teams Employee Benefits: Retirement 10.82%</i>			
	6300	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$895.05
			<i>Notes: Administration Writing Teams Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6300	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$71.37
			<i>Notes: Administration Writing Teams Employee Benefits: Worker's Comp at .61%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$91.50

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			<i>Notes: Bootcamp Teacher Participants Employee Benefits: Worker's Comp .61%</i>			
	6300	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$146.07
			<i>Notes: Social Emotional Writing Teams Employee Benefits: Retirement 10.82%</i>			
	6300	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$103.28
			<i>Notes: Social Emotional Writing Teams Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6300	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$8.24
			<i>Notes: Social Emotional Writing Teams Employee Benefits: Worker's Comp at .61%</i>			
	6300	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$779.04
			<i>Notes: Leadership Writing Teams for Class Rosters Employee Benefits: Retirement 10.82%</i>			
	6300	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$550.80
			<i>Notes: Leadership Writing Teams for Class Rosters Employee Benefits: : Social Security 6.2% and Medicare 1.45%</i>			
	6300	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$43.92
			<i>Notes: Leadership Writing Teams for Class Rosters Employee Benefits: Worker's Comp at .61%</i>			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$116,817.48
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$598.41
			<i>Notes: 1 Highly Effective Teachers @ \$8500 and 14 Effective Teachers @ \$6400: Receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady. Employee Benefits: Workers Compensation .61%</i>			
	5100	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$98,100.00
			<i>Notes: 1 Highly Effective Teachers @ \$8500 and 14 Effective Teachers @ \$6400: Receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady.</i>			
	5100	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$7,504.65
			<i>Notes: 1 Highly Effective Teachers @ \$8500 and 14 Effective Teachers @ \$6400: Receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady. Employee Benefits: Social Security 6.2%/Medicare 1.45%</i>			
	5100	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$10,614.42
			<i>Notes: 1 Highly Effective Teachers @ \$8500 and 14 Effective Teachers @ \$6400: Receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady. Employee Benefits: Retirement 10.82%</i>			

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5	III.5.	Professional Development	\$0.00
6	III.6.	Focused Instruction	\$0.00
Total:			\$267,635.00