

# Beverly Shores Elementary School



# 2021-22 TSSSA Plan

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## Table of Contents

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<b>Eligibility and Allocation</b>	<b>0</b>
<b>Plan Assurances</b>	<b>0</b>
<b>Plan Items</b>	<b>0</b>
<b>Budget</b>	<b>9</b>

## 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, and breakfast for Faculty/Staff, school supplies. 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) Leadership Writing Teams (\$15,120) – that will establish a shared vision and set goals for high academic standards; teams will also be forming a plan for coaching and modeling for teachers in the classroom. Plan item 2---- 14 Instructional Positions in leadership roles as follows: Lueverne Montez/ Dean, Laura Bledsoe/Lit. Coach 3-5, Gayle Burch/Lit. Coach K-2, Semon Buggs/MTSS Coach 3-5, Latoya Manning-White K-2, Tarhonda Williams/Math Coach 3-5, Jennifer Mills/Math Coach K-2, Lueverne Montez/Potential Specialist of discipline, Ashton Wright/CRT, Thurman Baker/ Guidance, Tomeka Lewis/Potential Specialist, TBD/PASS, Zackery Dancy/Mental Health Liaison...As well as an Assistant Principals, Stacia Werner, Carolyn Cohen and Alejandro Dopico.

1) The Writing Team (14 people) will meet for a total of 36 hours after contract time to create a plan of action/training to prepare teachers for the school year. Each writing team member will be paid a \$30/hr stipend.  $14 \text{ people} \times 36 \text{ hours} \times \$30 = \$15,120 + \text{Benefits}$

The Writing Team will collaborate and create the following: professional development, systems for continuous school improvement, SIP focus areas, data review, curriculum and instruction and a plan for coaching/modeling for teachers.

2) Boot Camp with Teachers (\$22,680) – BSE teachers will collaborate and work three days (before pre-planning during the summer of 2021) 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 strategies for the implementation of high academic standards at BSE.

All instructional employees (63) will be invited to attend the Teacher Boot Camp. The rate of pay for teachers learning will be \$20 an hour. The Boot Camp is 3 days – 6 hours a day.  $63 \times 18 \text{ hours} \times \$20 = \$22,680 + \text{Benefits}$

Materials and Supplies for Teacher Boot Camp to support the training (Binders, Journals, chart paper, Post Its, Expo Markers, color copy paper, pens) (\$2000.00)

Resource Books for Instructional Coaches and Teachers (\$3565.85) The book, Better Learning, will be provided to teachers for professional learning. This book contains effective teaching strategies that will be reviewed and implemented into Wondrous Wednesday collaborative planning to address instructional delivery. Instructional Coaches and leadership members will use the Getting Better Faster book, suggested by the State BSE Team as a resource for performing coaching cycles and assisting with the school transformation process.

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 with 4-5 grade ELA teachers in improving their skill set with 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.

Beverly Shores Elementary (BSE) will satisfy this item by utilizing funds from Title I Part A (TIPA), UniSIG, and District/School support as follows: The 2021-2022 school year will begin with a 4-day Teacher Boot Camp to create a common focus for instructional practices with student voice and building healthy student relationships to establish a positive school culture. The professional development will be led by administration and content coaches funded by the district, TIPA and UniSIG.

Teachers 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.

Acaletics for grade K-5 math students. This "Math Club" will be conducted during the first 30 minutes of each whole group Math block for all grades. This program gives students the opportunity to practice skills and be exposed to foundational math skills repeatedly throughout the school year, building number sense and increasing math fluency. Funds for the program are provided by the district.

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 Leaning 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 four days (before pre-planning during the summer of 2020) 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.

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.

<b>1</b>	<b>III.1.</b>	<b>Family and Community Partnerships</b>				<b>\$0.00</b>
<b>2</b>	<b>III.2.</b>	<b>Academic and Character Standards</b>				<b>\$137,835.00</b>
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	6000	100-Salaries	0031 - Beverly Shores Elementary School	TSSSA	1.0	\$45,434.79
			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.			
	6000	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$4,916.04
			Notes: ELA Literacy Coach K-2 Employee Benefits: Retirement 10.82%			
	6000	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$3,475.76
			Notes: ELA Literacy Coach K-2 Employee Benefits: Social Security 6.20%/Medicare 1.45%			
	6000	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$277.15
			Notes: ELA Literacy Coach K-2 Employee Benefits: Worker's Comp .61%			

**Lake - 0031 - Beverly Shores Elementary School - FDOE TSSSA 2021-22**  
*Beverly Shores Elementary School*

	6000	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 three days (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. Instructional employees (50) at a rate of pay for learning \$20 per hour, 5 hours per day, for three days total.</i>			
	6400	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$1,623.00
			<i>Notes: Bootcamp with Teachers - Participants Employee Benefits: Retirement 10.82%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$91.50
			<i>Notes: Bootcamp with Teachers - Participants Employee Benefits: Workers Comp .61%</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$1,147.50
			<i>Notes: Bootcamp with Teachers - 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.</i>			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$4,500.00
			<i>Notes: Leadership Bootcamp: Leadership members will collaborate and plan for implementation of Teacher Bootcamp training sessions. 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 (10) at a rate of pay for learning \$30 per hour, 5 hours per day, for three days total.</i>			
	6400	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$486.90
			<i>Notes: Leadership Bootcamp Employee Benefits : retirement 10.82%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$27.45
			<i>Notes: Leadership Bootcamp Employee Benefits : Worker's Comp at .61%</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$344.25
			<i>Notes: Leadership Bootcamp Employee Benefits : Social Security 6.2% and Medicare 1.45%</i>			

**Lake - 0031 - Beverly Shores Elementary School - FDOE TSSSA 2021-22**  
*Beverly Shores Elementary School*

	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$16,200.00
			<i>Notes: Administration Writing Team: An administrative team of 5 people will work collaboratively on writing school-wide plans for systems that support a positive Culture and Climate, a safe environment, as well as a focus on student academic achievement. Five people, 6 hours per day at \$30 per hour, for 18 days of the summer.</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$1,239.30
			<i>Notes: Writing Teams Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$98.82
			<i>Notes: Writing Teams Employee Benefits: Worker's Comp at .61%</i>			
	6400	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$1,752.84
			<i>Notes: Writing Teams Employee Benefits: retirement 10.82%</i>			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$7,200.00
			<i>Notes: Leadership Writing Team for Class Lists: a team of leadership members collaborate and create class lists 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.</i>			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$12,600.00
			<i>Notes: The Grade Level Writing Teams will meet for a total of 15 hours per person for two days each to write curriculum for both Math and ELA content areas. Lesson plans will be developed and student tasks created.</i>			
	6400	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$1,350.00
			<i>Notes: The Social Emotional Team consists of three leadership members (potential specialist, mental health liaison, and guidance counselor) who will write the training for the use of Sanford Harmony and Restorative Practices in teacher classrooms throughout the entire year. This team is 3 people, \$30 per hour for two days.</i>			
	6400	510-Supplies	0031 - Beverly Shores Elementary School	TSSSA		\$5,190.30
			<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 with Teachers - Instructors Employee Benefits: Retirement 10.82%</i>			
	6400	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$344.25
			<i>Notes: Bootcamp with Teachers - Instructors Employee Benefits: Social Security 6.2% and Medicare 1.45%</i>			
	6400	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$27.45

**Lake - 0031 - Beverly Shores Elementary School - FDOE TSSSA 2021-22**  
*Beverly Shores Elementary School*

			Notes: Bootcamp with Teachers - Instructors Employee Benefits: Workers Comp .61%			
3	III.3.	Parental Involvement				\$0.00
4	III.4.	Incentives for Instructional Personnel				\$129,800.00
	Function	Object	Budget Focus	Funding Source	FTE	2021-22
	5100	240-Workers Compensation	0031 - Beverly Shores Elementary School	TSSSA		\$791.78
			Notes: 10 Highly Effective Teachers and 7 Effective Teachers to receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady. Employee Benefits: Workers Compensation .61\$			
	5100	120-Classroom Teachers	0031 - Beverly Shores Elementary School	TSSSA		\$105,034.16
			Notes: 10 Highly Effective Teachers and 7 Effective Teachers to receive recruit, retain, and reward bonuses based on 21-22growth measures for iReady.			
	5100	220-Social Security	0031 - Beverly Shores Elementary School	TSSSA		\$9,929.70
			Notes: 10 Highly Effective Teachers and 7 Effective Teachers to receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady. Employee Benefits: Social Security 6.2%/Medicare 1.45%			
	5100	210-Retirement	0031 - Beverly Shores Elementary School	TSSSA		\$14,044.36
			Notes: 10 Highly Effective Teachers and 7 Effective Teachers to receive recruit, retain, and reward bonuses based on 21-22 growth measures for iReady. Employee Benefits: Retirement 10.82%			
5	III.5.	Professional Development				\$0.00
6	III.6.	Focused Instruction				\$0.00
Total:						\$267,635.00