

MONTGOMERY AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: GRANT INCENTIVE

ADOPTED: June 17, 2003

REVISED:

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|--|--|----------------|------------------------|----------------------|---------------------------------------|-----------------------|--|-------------------|--|
| <p>1. Purpose</p> <p>2. Guidelines</p> | <p style="text-align: center;">433.2. GRANT INCENTIVE</p> <p>To encourage the professional staff to seek competitive grants for the improvement of our instructional program, the following incentive program shall be in effect.</p> <ol style="list-style-type: none"> 1. A professional staff member would do all the work related to applying for the grant and would receive, as compensation, a percent of any grant that the school district receives and agrees to accept. The scale for payment would be as follows: <table style="margin-left: 40px; border: none;"> <tr> <td style="padding-right: 40px;">\$1 - \$50,000</td> <td>10% Payment to Teacher</td> </tr> <tr> <td>\$50,001 - \$100,000</td> <td>Additional 5% of Amount over \$50,000</td> </tr> <tr> <td>\$100,001 - \$500,000</td> <td>Additional 2% of Amount over \$100,000</td> </tr> <tr> <td>\$500,001 or Over</td> <td>Additional 1% of Amount over \$500,000</td> </tr> </table> 2. All grants must be of a competitive nature. The district shall certify the competitive nature of the grant. 3. The district must approve the submission of the grant prior to its submission. 4. The payment of the stipend will take place after all money has been received by the district and all final requirements of the grant have been met. If the grant is for longer than one year, the stipend shall be paid on the amount of money received by the district as of June 30th of that fiscal year. 5. Anything that results in a forfeiture of grant money shall result in the employee reimbursing the district that share of the incentive paid. Reimbursement may be over one school year through payroll deductions. 6. The employee receiving incentive money shall be responsible to see that all grant requirements are met for initial granting and implementation of said grant. | \$1 - \$50,000 | 10% Payment to Teacher | \$50,001 - \$100,000 | Additional 5% of Amount over \$50,000 | \$100,001 - \$500,000 | Additional 2% of Amount over \$100,000 | \$500,001 or Over | Additional 1% of Amount over \$500,000 |
| \$1 - \$50,000 | 10% Payment to Teacher | | | | | | | | |
| \$50,001 - \$100,000 | Additional 5% of Amount over \$50,000 | | | | | | | | |
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| \$500,001 or Over | Additional 1% of Amount over \$500,000 | | | | | | | | |

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7. Since compensation shall be paid to successful grant writers, no employee may spend any time during the regular school day involved in the writing and applying for the competitive grant.
8. The district reserves the right to decline any grant offer based on the specific needs of the district.
9. Building Administrators must approve the use of district equipment, supplies, and/or personnel in the development of the grant proposal.
10. The district reserves the right to rescind this policy at any time without prior notice.