

PROFESSIONAL INCENTIVE PROGRAM (PIP)

The following is language from the UTD Contract that spells out how a teacher can qualify for the Professional Incentive Program (PIP). Attached you will find the form that must be submitted to M-DCPS Compensation Administration to apply for PIP. Your organizers have a list of teachers with a hire date prior to July 1, 1989 who may qualify for PIP. If these teachers meet the other qualifications they should submit a completed application to M-DCPS Compensation Administration.

ARTICLE XXV -- INCENTIVE PAY PLANS

Section 1. Professional Incentive Program (PIP)

- A. These provisions shall not be applicable for employees hired and placed on active status subsequent to July 1, 1989.
- B. The Professional Incentive Program (PIP) supplement for all full-time certificated employees on active teaching assignments, excluding permanent and pool substitutes, shall be in the amount of \$340 for 10-month employees and \$408 for 12-month employees.
 - 1. Such salary supplement, when earned, shall become part of the employee's salary. Salaries for those eligible employees who are employed beyond 10 months shall be adjusted accordingly.
 - 2. Applicants who earn a new degree after receiving one PIP supplement may qualify for another supplement by meeting the 15-unit requirement subsequent to having earned the new degree.
- C. Fifteen units shall be earned to fulfill requirements for a PIP supplement.
 - 1. All units shall be earned:
 - a. After the effective date of employment (first day of actual duty);
 - b. By full-time, certificated employees on active teaching assignments with MDCPS; and
 - c. Subsequent to qualifying for the salary schedule on which an applicant is currently being paid.
 - 2. Fifteen units shall be earned through study.
 - 3. Two units may be earned in directing interns.
 - 4. Units may not be earned in inservice courses taken during the normal workday in lieu of instructional duties, except when participating in a Staff Development Program approved by the Superintendent through the Teacher Education Center. Courses prescribed for unacceptable ratings shall not be applicable for PIP payments or for Master Plan Points.
- D. Units may be earned in two ways:
 - 1. Study
 - a. All units for study shall be earned in the employee's subject area or in courses leading to an advanced degree in the subject area. The entire 15 units may be earned in courses as follows:
 - (1) Taken for college or university credit;
 - (2) Taken for equivalency of no less than three semester hours' credit when the sponsoring institution submits an official letter stating that the individual has earned the equivalency of a specific number of semester hours of credit; and
 - (3) Sponsored by the MDCPS in a Staff Development Program, approved by the Superintendent through the Teacher Education Center and taken for no credit, when evidence of completion of work is presented.
 - b. One unit in study shall be equivalent to one semester hour of credit. Courses required by the MDCPS Staff Development Program shall be approved by the Superintendent.
- E. Employees must submit to Compensation Administration, Office of Human Resources, an application and all supporting documents in order to be eligible for payment, effective the quarter subsequent to completion of the required units.

