

ACE CAMPUS EMPLOYEE FAQ

1. How does this new program affect my position with the District?

This exciting new program entails a greater time commitment and additional responsibilities that will come with a substantial stipend. Consequently, participation requires that all teaching and administrative staff apply for the enhanced positions. Individuals not accepted may be considered for open positions offered within the District, provided that existing positions are available. The District may exercise various options for individuals not selected for the new positions or other teaching positions, including: reassignment within the District, termination/non-renewal of employment contracts, or a recommendation for Reduction in Force through a Program Change.

2. If I am interested in teaching in this new program, will I have to apply?

Yes. This initiative is unique in focus and scope, and is accompanied with additional compensation, individuals will be selected through an internal & external application process. Teachers, Counselors, Social Workers, Assistant Principals, and Principals are all required to apply for this new program. The application process will begin on **Thursday, January 23, 2020** and continue until all positions are filled.

3. What will the teacher selection process look like?

Those interested in applying will indicate their interest today on the interest card. Interested employees must complete the online application process through the Careers portal located at the EISD website. Employees who opt to apply will go through the same selection process as external applicants. District and campus administration will make final selections of ACE teachers using the following data sources combined from up to 4 years: Attendance, T-TESS evaluations, administrative recommendations, and student growth data (STAAR, IStation, Local Assessments, Achieve 3000, Renaissance Learning).

4. If I apply and am not selected, what are my options?

The Human Resources Department will be in contact with any employee not selected for the new position to determine what options exist.

5. If I choose not to apply, what are my options?

Those not interested in serving on an ACE campus and choose not to go through the interview process will have the opportunity to apply for a position on another campus and attend the district teacher job fair scheduled for **March 21, 2020**.

6. If I am selected for the program, am I still an employee of Edgewood ISD?

Yes. Your employment status will not change if you are selected to work at an ACE campus. Teachers will remain on Continuing, Term, or Probationary Chapter 21 contracts. Other employees will remain on their respective employment agreements.

7. How many teaching positions are available in the new program?

The number of teaching positions available in the new program will be based upon student enrollment numbers and programmatic offerings, as is the case for all schools throughout the District. We do not anticipate any changes to this approach.

8. Will there be additional pay if I am selected for the program?

Yes, for Teachers, Counselors, Social Workers, Assistant Principals, and Principals. Stipends will be offered to compensate for the additional time commitment as well as added duties and responsibilities. Job posting will reflect the amount.

9. How do students apply?

Currently, there is an online application for all students located on the main EISD website. Students have been invited to the School Choice Fair on Saturday January 25, 2020 at the Fine Arts Academy. Additional Discovery Days/Nights will be hosted by each campus. All EISD students have Choice Options to select the school they wish to attend in 2020-2021.

10. Will students be able to participate in athletics and after school enrichment?

At this time, we do not anticipate any changes to current opportunities for students to participate in athletics or after-school enrichment activities. We anticipate that additional programs, not currently offered, will be added to enrich student learning.

11. What curriculum and instructional delivery model will be used at the ACE campus?

The campus will continue to utilize the current district curriculum. In subsequent years, we will examine the best instructional delivery model for these campuses.

12. Which groups of campus employees are affected by this model?

This model affects the following current employees on the ACE campus: Teachers (all classes of Teachers), Counselors, Social Workers, Assistant Principals, and Principals. These employees will have to reapply for their positions. Each group will also receive a stipend for additional duties and responsibilities, such as, additional hours and additional days for professional learning. All staff will be affected by the additional hour added to the school day.

13. Will ACE teachers be on the same pay scale as all EISD teachers?

Yes, however, additional compensation for designated positions will be offered in the form of annualized stipends for three years. Base pay is determined by position placement on the Board-approved EISD Compensation Plan. While the board may increase salaries annually, such pay increases are not guaranteed. The stipends provided are also subject to change on an annual basis and are included in the EISD Compensation Plan.

14. How long will we utilize this model?

The program is to be utilized for 3 consecutive years in its entirety. During the third year, campus and district leadership meet to determine the course of action for subsequent years.

15. What will happen with electives/specials programming?

Administrators will determine the final master schedule later in spring 2020 along with course offerings. Specials and electives will continue to be offered. These educators will be subject to the same duty and responsibility requirements as the core content educators.

16. How does this effect programming for special populations such as bilingual/ESL and Special Education?

The District will continue to evaluate services provided based upon student needs and budgetary constraints. The ACE program's design does not remove support; instead, the purpose of this program is to provide additional supports to ensure student success. The educators and positions serving these populations are subject to the same additional duties and responsibilities as core content teachers.

17. How will this impact the campus schedule?

Administration is currently working to finalize the master schedule for next year based upon student enrollment trends, program offerings, and staffing allocations. Finalized master schedules will be shared with staff as soon as possible.

18. Who made the decision to implement the ACE model?

Dr. Hernandez made the final decision to implement the ACE model in EISD. The decision was made in conjunction with and has the full support of the EISD Board of Trustees.

19. Who do I contact if I have further questions regarding the ACE model?

The first point of contact is your campus principal. Your second point of contact is the Chief of Elementary Schools. If you have specific employment questions may be directed to the Human Resources Department.

