

## CERTIFICATION OF PERFORMANCE PAY

**Section 25.24 of the TRS Rules provides that "PERFORMANCE PAY" is compensation for service as an employee in a Texas public educational institution that is paid under a valid employment agreement based upon a performance standard published in written documents adopted by the employer. The performance standard may be based on evaluations or goal achievement of the individual employee or of the group in which the individual belongs. Specific amounts of performance pay will be credited to the year in which the performance pay is paid.**

*Performance pay earned during the school year in which the member retires or any previous school year and paid after the member has begun receiving retirement benefits is not creditable by TRS and will not be used in any benefit calculation.*

I hereby certify that \_\_\_\_\_, \_\_\_\_\_ is  
(Name of School District) (TRS District #)

providing performance pay as defined above. Further, I have read Section 822.201 of the Texas Government Code and Section 25.24 of the TRS Rules and certify that the performance pay is paid pursuant to a Performance Pay Plan which complies with the criteria set forth in these TRS laws and rules. The Plan is a part of a total compensation plan approved by the Board of Trustees of the district and includes the following information:

Complete description of all elements of compensation received by or available to all employees of the district

Provides for the availability of at least one type of performance pay to classroom teachers

Identifies each type of performance pay, the performance criteria for each type of performance pay, and classes of employees eligible for each type of performance pay

Contains sufficient information to ascertain the amount of each qualifying employee's pay under the plan

Contains performance criteria for earning performance pay that precludes the exercise of discretion for awarding the pay on any basis other than an evaluation of employee or group performance or availability of funding.

This performance pay will be reported on the district Regular Payroll Report for the month of

\_\_\_\_\_  
(Report Month)

\_\_\_\_\_  
(Year)

\_\_\_\_\_  
Signature of Reporting Official

\_\_\_\_\_  
Date