

**Richland Parish Schools**  
**Performance Demand-Based Compensation (PDBC) Option 2**  
**2017-2018**  
**T.I.F.**

**Instructions:** Fill out one *PDBC Option 2* request after board approval of a teaching assignment for the 2018-2019 school year and up to three years of demonstrated excellence in teaching and continued employment as a teacher of record in Richland Parish. You will be eligible for compensation **up to \$10,000** over the course of three years of demonstrated teaching excellence and continued employment only when the form is completed and submitted with **all** required documentation.

PDBC Option 2 will be reimbursed when the following criteria is met

- Accepted a teaching assignment in identified critical shortage subject area and/or school site
- serve as teacher of record for the majority of the school day (i.e., 5 periods) in an area identified as a critical shortage
- maintain district attendance expectations (i.e., miss no more than 5 days per semester or 10 days per school year)
- maintain evidence of successful teaching experience (i.e., effective proficient or higher VAM results when available or final evaluations)\*\* *required for performance retention only*

PDBC Option 2 compensation eligibility

- Certified new hires for the 2018-2019 school year in secondary core subject (ELA, math, science, social studies, and special education) and special education sign on bonus of \$4,000 at Delhi High School and \$2,000 at all other parish schools.
- Certified hires in 2018-2019 who demonstrate excellence in teaching and return for continued employments are eligible for the following performance retention stipends
  - \$2,000 for Highly Effective VAM rating
  - \$1,000 for Effective Proficient VAM rating
  - \$500 for Highly Effective SLT rating that has receives a high-quality vetting by our district review committee

It is the responsibility of the individual requesting compensation to complete a request and include all supporting documentation each year:

- Sign on bonus and performance retention compensation request must be submitted by **August 29**

*The area of critical shortage is determined yearly via workforce reports and the number of high needs certification stipends available will be determined yearly pending budget availability.*

**1. Employee Information**

Name: \_\_\_\_\_  
SS#: \_\_\_\_\_ Phone # \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
School: \_\_\_\_\_ Grade/Subject \_\_\_\_\_

**FOR EACH REQUEST YOU MUST ATTACH:**

- 1. COPY OF YOUR TEACHING LICENSE**  
**(For high needs certification stipends you must hold valid up-to-date certification in the area identified as a critical shortage via current workforce data)**
- 2. COPY OF YOUR DAILY TEACHING SCHEDULE FROM JPAMS**
- 3. COPY OF YOUR ATTENDANCE RECORD FROM JPAMS \*\*only for performance retention**

***Certification of Payee***

I certify that this stipend request is just and true in all respects. I will repay the district 100 percent of all stipends disbursed if I voluntarily resign prior to the start or during the 2018-2019 school year. I hereby agree to pay any and all balances due at that time to District in full upon demand. In the event I do not make such payment in full upon demand, I knowingly and voluntarily authorize District to deduct from my wages any amount owed by me to District under this agreement. Upon referral of this debt by District to an attorney, I further agree to pay attorney's fees in addition to the balance I owe.

\_\_\_\_\_

Payee Signature

LEA Authority

For office use only: Date: _____ Amt. _____ Code: _____
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