

Richland Parish TIF Compensation Approaches

May 14, 2018

The Performance Demand Based Compensation team has developed a set of stipends to recognize and reward high-performers in Richland Parish Schools, particularly those who work in hard-to-staff roles. Teachers will be eligible for these stipends in 2017-18.

2017-2018 TIF Funds: Targeted Compensation Initiatives

1. Retain High-Performing Teachers in Hard-to-Staff Secondary (9-12) Math Roles

Certified secondary math teachers may earn an additional \$6,000 in stipends (\$3,000/semester), provided they miss no more than five days a semester and exhibit effectiveness through a VAM score of at least Proficient or a Highly Effective SLT attainment until VAM is an available data point.

2. Recruit talent in high-need areas with sign-on bonuses for certified staff

Certified new hires in hard-to-staff subjects (secondary (6-12) English, math, science, social studies and special education) are eligible to receive up to \$10,000 in bonuses over 3 consecutive years.

Teachers will receive up to \$2,000 upon initial signing with the district, and up to an additional \$3,000 over the next 3 years, provided they make gains with students as indicated by a VAM rating of at least Proficient or a Highly Effective SLT rating for teachers who do not receive a VAM score.

Teachers at Delhi HS will receive \$4,000 upon initial signing with the district, and an additional \$2,000 for each of the next 3 years, provided they make gains with students as indicated by a VAM rating of at least Proficient or a Highly Effective SLT rating for teachers who do not receive a VAM score.

3. Incentivize certification through bonuses for teachers who complete certification

Teachers who receive initial Level 1 certification or add-on certification in special education may receive an \$8,000 bonus over 3 years. Upon initial certification, teachers will receive \$5,000. If these teachers remain with the district and make gains with students as indicated by a VAM rating of at least Proficient or a Highly Effective SLT rating for teachers who do not receive a VAM score, they will receive an additional \$1,000 for each of the next 3 years.

4. Reward high-performers through large performance bonuses

Certified teachers in **core subject** areas across the district may earn large performance bonuses tied to VAM scores or overall SLT ratings for teachers who do not receive VAM scores. Teachers with a VAM rating of Highly Effective will earn a \$2,000 stipend; Teachers with a VAM rating of Proficient will earn a \$1,000 stipend; Teachers without a VAM rating can earn a \$500 stipend for each Highly Effective SLT rating, provided their target has been vetted as high-quality by the district.

2017-2018 TIF Funds: Targeted Compensation Initiatives Guidelines

- Employees can only participate in one initiative (#1-3), with the exception of performance bonuses. For example, an employee could earn a secondary math stipend (Option 1) and a performance bonus (Option 4) in the same year.
- An Employee who is participating in an initiative and has a break in employment forfeits future participation in targeted compensation initiatives offered by Richland Parish Schools.
- An Employee must meet all criteria for each initiative and submit all documentation as indicated to receive compensation funds.
- Only teachers that return to teach for the 2018-19 school year will be eligible for rewards.