

**Richland Parish Schools**  
**Performance Demand-Based Compensation (PDBC) Option 2**  
**2018-2019**  
**T.I.F.**

**Instructions:** Fill out one *PDBC Option 2* request after superintendent approval of a teaching assignment (i.e., new hires and voluntary transfers to any Delhi School) for the 2019-2020 school year and demonstrated excellence in teaching. You will be eligible for compensation **up to \$4,000** only when the form is completed and submitted with all required documentation.

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

- certified teacher of record hire for the 2018-2019 school year (i.e., Level 1, 2, 3 or lifetime Louisiana certificate)
- serve as teacher of record for the majority of the school day (i.e., 51% of the school day)
- maintains district attendance expectations (i.e., miss no more than 5 days per semester or 10 days per school year)

PDBC Option 2 compensation eligibility

- Certified new hires for the 2019-2020 school year will receive a sign on bonus of \$4,000 at all Delhi schools and \$2,000 at all other parish schools.

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 10**

*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**
- 4. COPY OF YOUR FINAL VAM SCORE OR OVERALL COMPASS RATING **\*\*please note that a teacher with an ineffective rating in either category for the 2018-2019 school year is not eligible for any performance incentives.****

**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 2019-2020 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.

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

LEA Authority