

Richland Parish TIF Compensation Approaches

December 2019

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 and schools. Teachers will be eligible for these stipends for performance during 2019-2020 academic school year.

2019-2020 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 meet district attendance expectations and exhibit effectiveness through a VAM score of at least Proficient or an effective overall compass rating until VAM is an available data point.

2. Retain talent with sign-on bonuses for Aspiring Teachers completing Richland Residency

Certified new hires for the 2020-2021 academic school year are eligible to be included in a pay-out pool when they successfully complete residency in Richland Parish and secure employment for the 2020-2021 school year.

3. Incentivize certification through bonuses for teachers who complete certification

Teachers who receive add-on certification in special education may receive \$2,000.

4. Reward high-performers through large performance bonuses

Certified teachers in **core subject areas (i.e., ELA, math, science, and social studies)** across the district may earn large performance bonuses tied to VAM scores or overall SLT ratings, provided their targets have been vetted as high-quality by the district, for teachers who do not receive VAM scores for the 2019-2020 academic school year if they continue their employment with Richland Parish for the 2020-2021 school year. All eligible teachers of record will be included in a performance payout pool to be distributed on a share value basis as follows:

- Highly Effective VAM rating (2 shares)
- Effective Proficient VAM rating (1.5 shares)
- 2 Highly Effective SLT ratings that has been vetted as high-quality by our district review committee (1.25 shares)
- 1 Highly Effective SLT ratings that has been vetted as high-quality by our district review committee (.75 shares)

2019-2020 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 2020-2021 school year will be eligible for rewards.