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.