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 2018-2019 academic school year.

2018-2019 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 a Highly Effective overall compass rating until VAM is an available data point.

2. **Recruit talent with sign-on bonuses for certified staff**
   Certified new hires for the 2019-2020 academic school year are eligible to receive up to $4,000 stipend.

   Teachers will receive up to $2,000 upon initial signing with the district provided they provided evidence of prior classroom effectiveness.

   Teachers hired or voluntarily transferred to any Delhi school will receive $4,000 upon superintendent’s approval of placement.

3. **Incentivize certification through bonuses for teachers who complete certification**
   Teachers who receive initial Level 1 certification or add-on certification in special education will receive $5,000.

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

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 2019-2020 school year will be eligible for rewards hired no later than September 15, 2019.