

Morehouse Parish TIF Compensation Approaches

The TIF Compensation Design Parish team has developed the following set of stipends to recruit and reward certified teachers, as well as recognize and reward high-performing teachers in Morehouse. TIF Stipends will be awarded for performance during the 2017-2018 school year. Stipends will be issued by September 30, 2018.

1. Recruit/retain teachers in hard-to-staff positions (secondary ELA/math)

Certified new hires in secondary ELA and Math are eligible to receive up to \$8000 in stipends. Teachers will receive a stipend of \$3,000 for the first and second year and a \$2,000 stipend for the third year provided they make gains with students as indicated by a VAM score of Proficient or Highly Effective.

Certified teachers currently serving in Morehouse who are transferred to teach secondary ELA/Math are eligible to receive a \$2,000 stipend (in-field teachers only).

2. Retain high-performing certified teachers (secondary ELA/math)

Certified secondary ELA and Math teachers are eligible to receive up to \$6,000 in stipends. Teachers will receive \$3,000 for the first year, \$2,000 for the second year and \$1,000 for the third year provided they make gains with students as indicated by a VAM score of Proficient or Highly Effective.

3. Reward high-performing certified teachers

Certified teachers in core subject areas are eligible for performance stipends tied to VAM scores or overall SLT ratings for teachers who do not receive VAM scores. Core subject teachers with a VAM score of Highly Effective will receive \$3,000. Core subject teachers with a VAM score of Proficient will receive \$1,500. Non-VAM teachers will receive \$1,000 for a Highly Effective overall SLT rating. Non-VAM teachers will receive \$500 for a Proficient overall SLT rating. ** The stipend amount is based on grant funding. **** These amounts are subject to change yearly based on funding. (stipend amounts may increase depending on the % of teachers receiving the ratings listed above.**

Content/Mentor leaders (classroom teachers) are eligible for a performance stipend of \$1,500 for completion of the content/mentor training and participation in district professional development to redeliver information.

4. Incentivize certification

Non-certified teachers who receive initial Level 1 certification are eligible to receive up to \$5,000. They will receive \$3,000 upon certification and are eligible for \$1,000 for the second and third year. VAM teachers must have a score of Proficient or Highly Effective. Non-VAM teachers must have an overall SLT rating of Proficient or Highly Effective.

2017-2018 TIF Funds: Targeted Compensation Initiatives Guidelines

To receive VAM/SLT stipends detailed above, teachers must:

1. Have fewer than 10 absences.
2. Return to Morehouse Parish to teach the following year.
3. Have continuous employment for the entire 2017-2018 school year. (no breaks in employment for the year).
4. Employees can only participate in one initiative listed above, except for performance bonuses. For example, an employee could earn a secondary math stipend (Option 2) and a performance bonus (Option 3) in the same year.