

Sample LEA

Retention Stipend Policy

Section G – Personnel

Retention Stipend

A retention stipend of \$1,500 (LEA determined amount) will be offered to returning teachers who are filling high need academic subject teaching positions and who have shown a record of success in helping low-achieving students improve their academic achievement. All retention stipend payments will be paid after the first day of school the following school year.

Critical and Difficult to Fill Positions

The following positions are designated as critical and hard to fill positions.

- Visual Arts (K-12) and Music (K-12)
- Elementary Self-Contained Teachers in Grades K-6
- Departmentalized Teachers in Grades 6-12 in the following high need Academic Areas:
English Language Arts/Reading, Mathematics, Social Studies, Science, Foreign Language
- Special Education (Grades K – 12)

Requirements:

- Appropriately certified for all high need academic positions assigned to teach.
- Teachers will show documented evidence of success of students they are assigned to teach.
 - **Visual Arts and Music:** Evidence of success will be **scoring proficient or better on the rubric used to evaluate** a public presentation each semester to a community audience of the artistic project(s) that shows each student's growth and achievement.
 - **Departmentalized high need academic area for grades 6-12:** Evidence of success will be documentation of **80% (LEA determined amount) of the students** meeting or exceeding the "proficient" level on the district approved benchmark assessments or on an approved independently designed subject exam.
 - **Self-contained high need academic areas for grades K-6:** Evidence of success will be documentation of **80% (LEA determined amount) of the students** meeting or exceeding the "proficient" level in two of the three academic areas (Math, Reading, Science) on the district approved benchmark assessments or on an approved independently designed subject exam.
 - **Special Education:** Evidence of success will be documentation of **80% of the students (LEA determined amount)** meeting and/or exceeding on the district approved assessment or on an approved independently designed exam.

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Recruitment Stipend Policy

Section G – Personnel

Recruitment Stipend

A recruitment stipend of \$3,000 (LEA determined amount) will be offered to new teachers who are filling critical and high need academic teaching positions. All recruitment stipend payments will be disbursed in two payments, one at the beginning of the school year and the second payment upon final checkout at the end of the school year.

Critical and Difficult to Fill Positions

The following positions are designated as critical and hard to fill positions.

- Visual Arts (K-12) and Music (K-12)
- Elementary Self-Contained Teachers in Grades K-6
- Departmentalized Teachers in Grades 6-12 in the following high need Academic Areas:
English Language Arts/Reading, Mathematics, Social Studies, Science, Foreign Language
- Special Education (Grades K – 12)

Requirements:

- Appropriately certified for high need academic positions assigned to teach.
- Must fulfill all contract obligations.

This policy will be reviewed and evaluated as determined by the LEA's Human Resources Department in collaboration with the recruitment and retention committee in order to make changes as deemed necessary.