**Sample LEA**

**Retention Stipend Policy**

School Year 2016-2017

**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 for SY 2016-2017 will be paid by August 20, 2017.

**Critical and Difficult to Fill Positions**

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

* Visual Arts (K-12), Music(K-12) and Departmentalized Teachers in Grades 7-12 in the following high need Academic Areas: Middle Grades Language Arts/Reading, Middle Grades Social Studies, English, Mathematics, Science (including General Science, Biology, Chemistry, Earth Science, Physical Science and Physics), Foreign Language, Economics, Political Science, History & Geography
* Elementary Self-Contained Teachers in Grades K-8 and Middle Grades, Single-Subject Teachers through Grade 6
* Special Education (Grade Pre-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 7-12**: 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 a majority of their IEP goals.

**Sample LEA**

**Recruitment Stipend Policy**

School Year 2016-2017

**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 for SY 2016-2017 will be paid in two payouts, one on August 20, 2016 and the second payout on May 20, 2017.

**Critical and Difficult to Fill Positions**

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

* Visual Arts (K-12), Music(K-12) and Departmentalized Teachers in Grades 7-12 in the following nigh need Academic Areas: Middle Grades Language Arts/Reading, Middle Grades Social Studies, English, Mathematics, Science (including General Science, Biology, Chemistry, Earth Science, Physical Science and Physics), Foreign Language, Economics, Political Science, History & Geography
* Elementary Self-Contained Teachers in Grades K-8 and Middle Grades, Single-Subject Teachers through Grade 6
* Special Education (Grades Pre-K – 12)

**Requirements:**

* Appropriately certified for all high need academic positions assigned to teach.

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.