

**RIVER ROAD INDEPENDENT SCHOOL DISTRICT
BOARD OF EDUCATION
AMARILLO, TEXAS**

Subject: Incentive Pay Plan

Date: Monday, Dec. 12, 2016

Presented By: Andy Nies
Assistant Superintendent

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ACTION

Background Information:

The purpose of the Incentive Pay Plan is to:

- Encourage a focus on Academic Achievement.
- Encourage teamwork at each school with all staff sharing in the incentive pay.
- Encourage to stay at River Road ISD.

The Incentive Pay Plan would be in addition to the base pay increase that we have traditionally given each year. If the board adopts the proposed Incentive Pay Plan, we will make a payment to all 2015-2016 staff that are still currently employed by RRISD in their December paycheck reflecting the 2016 STAAR results.

The details of the incentive plan are attached I would be glad to answer any questions that you may have.

Presentation/Purpose:

This presentation is to request your approval 2016-2017 Incentive Pay Plan.

Board Action Required:

I move that the Board approve the Incentive Pay Plan for the 2016-2017 school year reflecting the results of the 2016 STAAR test.

2016-2017 RRISD Proposed Incentive Pay Plan

Rationale for Incentive Pay:

To encourage a focus on Academic Achievement.

To encourage teamwork at each school. All staff at a school share in the incentive if the school "Meets Standards."

To encourage staff to stay at River Road I.S.D.

<u>Employee Group</u>	<u>Base Pay Increase</u>	<u>Incentive Pay</u>
<u>Certified Staff</u> (Teachers, Counselors, Librarians, and Nurses) (Excludes Administrators)	To Be Determined	\$600 Maximum (\$300 if School "Meets Standard." \$100 for each of 3 possible Distinctions.) Principals would be eligible same incentive pay as Certified Staff.
<u>Other Staff</u> (Aides, Clerical, Custodian/Maint., Food Service, Transportation, Principals, Other Administrators) (Excludes Superintendent)	To Be Determined	0.70% of regular budgeted pay if their school "Meets Standard" Nothing is received for "Distinctions" a school receives - Certified Staff only. District employees receive the incentive if the District "Meets Standards"

Details of Incentive Pay:

Incentive Pay would be a non-recurring stipend paid in the Fall Semester the school year following the school year when the test is given. Incentive Pay will only be paid to staff who are employed by River Road ISD February 1, 2016 and who remain employed by RRISD through the time when the stipend is paid.

Incentive Pay Stipends will be in December 2016 based on the Spring 2016 STAAR Tests Results.

In 2016, HS, MS, WV and RH "Met Standard"

In 2016, MS received 4 Distinctions and RH received 3 Distinctions. No other school received and Distinctions.