

**PROPOSED CHANGES
AS OF APRIL 13, 2015.**

**INCENTIVE PLAN
(APPROVED 8-13-02)**

**OPTION _____
APPROVED BY BOARD**

PLAN CRITERIA

- ★ One point for each year of credited service (20 points maximum)
- ★ One point for each year of service to district (20 points maximum)
- ★ 30 points for doctoral degree
- ★ 20 points for master's degree
- ★ 10 points for a bachelor's degree
- ★ 5 points for job-related certification (at-will employees only)
- ★ Maximum individual points 70
- ★ Must be budgeted
- ★ \$300 stipend for new employees. Would \$550/\$1050
- ★ 50% Paid in November, 50% Paid in May

Note: Points for training/certifications/degrees are not cumulative

Option 1.
Amount
currently
being paid,
however as
two separate
line items.

Option 2.
Option 1
amount plus an
additional
\$500.00 to each
step. Approx.
\$150,000.00
cost.

<u>Points</u>	<u>Points/Stipend Scale</u>		<u>Stipend</u>	
0 - 5	\$	300.00	250.00	750.00
6 - 10	\$	350.00	550.00	1,050.00
11 - 15	\$	400.00	600.00	1,100.00
16 - 20	\$	400.00	650.00	1,150.00
21 - 25	\$	500.00	750.00	1,250.00
26 - 30	\$	600.00	850.00	1,350.00
31 - 35	\$	700.00	950.00	1,450.00
36 - 40	\$	800.00	1,050.00	1,550.00
41 - 45	\$	900.00	1,150.00	1,650.00
46 - 50	\$	1,000.00	1,250.00	1,750.00
51 - 55	\$	1,100.00	1,350.00	1,850.00
56 - 60	\$	1,200.00	1,450.00	1,950.00
61 - 65	\$	1,300.00	1,550.00	2,050.00
66 - 70	\$	1,400.00	1,650.00	2,150.00
71 - 75	\$	1,500.00	1,750.00	2,250.00