



Action Item

Date: May 11, 2026

Division: Superintendent

Subject: Project Elevate: Differentiated Compensation for Title 1 Schools

Background Information:

- The district currently uses a differentiated weighted calculation model for determining campus budget allocations and campus staffing allocations in the areas of front office, AP’s, and Counselors. This differentiated calculation ensures that campuses serving the highest numbers of students at-risk for dropping out of school are provided increased resources.
- This would be a **new approach to elevating recruitment and retention** of staff for our most at-risk Title 1 schools serving elementary and middle school students through increased compensation with stipends
- Project Elevate would implement a differentiated weighted calculation model for providing additional compensation to staff working at Title 1 schools according to a 3-Tier model.
- The district currently provides all staff who work at at Title 1 school a stipend of \$600 across all staff types and categories.

Administrative Consideration:

- Title 1 Schools will be tiered according to a weighted mathematical calculation that looks at school level factors such as: Economically Disadvantaged, Emergent Bilingual, Special Education, Student Attrition (indicative of mobility), Homeless. School level factors that schools have the least amount of influence over as a system would be weighted the highest in the mathematical formula.
- Stipends would be differentiated according to whether a classroom professional is identified as critical subject area/course teacher or a complimentary subject area/course teacher as shown in the chart below:

Total Additional Cost: \$1.18M	Critical Subject Areas/Course Teacher <small>Core Content Responsibilities Gen Ed or Special Ed</small>	Complimentary Subject Areas/Courses Teacher <small>Electives; Specials; Librarians, Enrichment</small>	Assistant Principal/ Counselor	Principal
Tier 1 - All Title Schools	Currently receive a \$600 Stipend			
Tier 2 - Increased level of risk Title 1 schools Add Cost: \$585K	Tier 1+ \$2000 stipend	Tier 1+ \$1000 stipend	Tier 1+ \$2000	Tier 1+ \$3000
Tier 3 - highest level of risk Title 1 schools Add Cost: \$595K	Tier 1+ \$4000 stipend	Tier 1+ \$3000 stipend	Tier 1+ \$3000	Tier 1+ \$4000

- Project Elevate could be phased in with Tier 3 being implemented in the 2026-27 school year and Tier 2 being implemented in the 2027-28 school year.
- Tier 3 stipends will cost the district approximately \$595,000; Tier 2 Stipends will cost the district \$585,000.
- There is not funding provided by the 89th legislature for this differentiated compensation approach for Title 1 schools.
- With these compensation investments, during the 2026-27 school year, the district will develop the HR processes that will be triggered upon a campus having unacceptable performance for 2 years, starting first with schools who are identified by the state accountability rating system as unacceptable. These processes will consist of reapplication for jobs and review of performance on student outcomes.

Recommendations:

- Approve recommendation to implement Project Elevate Tier 3 Stipends for the 2026-27 school year.

Timeline/Report:

- Upon approval Project Elevate will be communicated district wide and in-person staff meetings will be held with campuses identified in Tier 3.