

RIVER ROAD INDEPENDENT SCHOOL DISTRICT  
BOARD OF EDUCATION  
AMARILLO, TEXAS

Date: Monday, February 10, 2014      Related Page(s): This page +1  
Subject: 2015-2016 Proposed Incentive      Presented By: Mike Hodgson,  
Pay Plan      Business Manager

ACTION

BACKGROUND INFORMATION:

In trying to develop this year's salary schedule, we had discussed implementing an incentive pay plan in order to:

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

This incentive pay plan would be in addition to the Base Pay increase that we have traditionally given each year.

Mr. Stormer has reviewed the plan and informed us that legally we could not implement the plan as designed to include a payment to staff during the 2014-2015 school year because the basis for the incentive would be the schools' results on the 2014 STAAR test, and that was work already covered by the current teacher contract.

However, if the Board would adopt the Proposed Incentive Pay Plan, we could make a payment to teachers on the Fall of 2015, for the results that the schools would realize on the Spring 2015 STAAR test.

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

**BOARD ACTION REQUESTED:**

That the Board adopt an incentive pay plan as described in the attached, with the first payment scheduled to be made in the Fall of 2015 based on the results of the Spring 2015 STAAR test.

## 2015-2016 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>
<b><u>Certified Staff</u></b> (Teachers, Counselors, Librarians, and Nurses) (Excludes Administrators)	<b>To Be Determined</b>	<b>\$600 Maximum</b> ((\$300 if School "Meets Standard." \$100 for each of 3 possible Distinctions.) Principals would be eligible same incentive pay as Certified Staff.
<b><u>Other Staff</u></b> (Aides, Clerical, Custodian/Maint., Food Service, Transportation, Principals, Other Administrators) (Excludes Superintendent)	<b>To Be Determined</b>	<b>0.70%</b> 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 November (or as soon as the state releases the results of the previous STAAR test) of the school year following the school year when the test is given.

Incentive Pay would only be paid to staff who are employed by River Road ISD at the time of the test & who remain employed by RRISD through the time when the stipend is paid.

First stipends would be paid in November 2015 based on the Spring 2015 STAAR Tests Results.

In 2013, HS, MS, WV = "Met Standard" RH did NOT "Meet Standard"

In 2013, WV received 2 Distinctions. No other school received and Distinctions.