

Policy: Performance Based Incentives for Employees

Incentive Pay for Certified Employees

The Board of Trustees, after making a finding upon the minutes that adequate funding is available, reserves the right to approve a performance-based incentive payment for all full-time, certified employees if the District receives an overall accountability rating of "A" or "B" as determined by the Mississippi Department of Education (MDE) for the previous school year.

If the District receives an overall accountability rating of "A" as determined by the MDE for the previous school year, a performance-based incentive payment of \$1,100.00 may be added to the compensation of all full-time certified employees. If the District receives an overall accountability rating of "B" as determined by the MDE for the previous school year, a performance-based incentive payment of \$550.00 may be added to the compensation of all full-time certified employees.

- Upon approval by the Board of Trustees, all performance-based incentive payments will be paid in the month of January following the announcement of the accountability rating for the previous school year.
- Certified employees must be currently employed full-time with the Jackson County School District and must have been employed full-time with the Jackson County School District on or before September 1st of the school year, in which the accountability rating was earned.

Discretionary Incentive Pay for Non-Certified Employees

The Board of Trustees, after making a finding upon the minutes that adequate funding is available, reserves the right to approve a discretionary performance-based incentive payment for all qualifying full-time non-certified employees if the district receives an overall accountability rating of "A" or "B" as determined by the MDE for the previous school year.

If the District receives an overall accountability rating of "A" as determined by the MDE for the previous school year, a discretionary performance-based incentive payment of \$500.00 may be added to the compensation of all qualifying full-time non-certified employees. If the District receives an overall accountability rating of "B" as determined by the MDE for the previous school year, a discretionary performance-based incentive payment of \$250.00 may be added to the compensation of all qualifying full-time non-certified employees.

- Upon approval by the Board of Trustees, all discretionary performance-based incentive payments will be paid in the month of January following the announcement of the accountability rating for the previous school year.
- Non-certified employees must be currently employed full-time with the Jackson County School District and must have been employed full-time with the Jackson County School District on or before September 1st of the school year, in which the accountability rating was earned.

Per the Mississippi Public Employees Retirement System (PERS) Regulation 65, all incentive payments paid under this policy are excluded from earned compensation and therefore will not be reported to PERS.