

COMPENSATION PLAN
INCENTIVES AND STIPENDS

DEAA
(LOCAL)

Stipend

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

**Supplemental
Duties**

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

**Incentive and
Innovation Programs**

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

**Transformation of
Policy Regarding
Performance Pay
and Differentiated
Compensation**

The District's greatest strength is its human capital. As such, high expectations are set for school leadership to inspire creative thinking and innovative approaches that lead to instructional and operational excellence. These expectations create an instructional context that acknowledges that the personal, face-to-face contact between teacher and student will always be the central event in education. Changes in the District's structure, governance, and policies underscore the importance of this relationship and must coalesce to create an organizational culture that values employees who are results-oriented, talented, innovative thinkers who strive to increase student achievement and contribute to the reformation of public education.

Also, human capital reform measures must focus on higher standards for recruitment and selection, job performance and compensation, and professional development and career planning and must provide employees a viable career path within the organization.

Other locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

Local Criteria

~~Performance pay shall be based on value-added data including but not limited to:~~

- ~~• Annual student academic growth;~~
- ~~• Student achievement;~~
- ~~• Student enrollment and neighborhood enrollment;~~
- ~~• Student dropout rates; and~~
- ~~• Student performance before and after school-level transitions;~~
- ~~• Elementary school to middle school;~~

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- ~~Middle school to high school; and~~
- ~~High school to postsecondary.~~