**Arizona Department of Education**

**Support and Innovation**

**Additional Pay Guidance**

 **2016-17**

Performance Pay (Incentives) and stipends paid from Comprehensive and Targeted Support Grants will be allowed only in the following categories:

1. **Performance Pay**
* Site level only (instructional staff and principal)
* Criteria must be **explicit and tied directly to** **student achievement goals**
* Amount of performance pay must be **reasonable** in relation to the amount of the grant
* Criteria and dollar amount must be Board approved and then sent to EPS for **ADE approval**
	+ Once approved, upload into GME LEA Document Library
1. **Site Level Stipends** (these are usually paid out of Title ll funds. We will consider on a case by case basis).
* **Recruitmen**t of hard to find teachers, such as math, science, special education
* **Retention** of teachers over time to create instructional continuity
* **Reassignment** stipend of highly effective or effective teachers from “A” or “B” schools to “D” or “F” schools
* Stipend amounts must be **reasonable** in relation to the amount of the grant
* Stipends must be **Board approved** and then sent to EPS for **ADE approval**
	+ Once approved, upload into GME LEA Document Library
1. **Off Contract Pay**
* **Site level only**
* Instructional staff for above and beyond work. *(We acknowledge that teachers always work “above and beyond” to accomplish all the necessary tasks to be a good teacher. This pay is not for those duties that are a part of the job, i.e. writing lesson plans, doing night parent conferences, PLCs, MTSS)*
* **Board approved** hourly rate paid, must be reasonable.
* **Requires time and effort logs**.