

District Name: Columbus Municipal School District

Section: G Personnel

Policy Code: GBREB Staff Incentives

Policy:

The Board of Trustees of the Columbus Municipal School District will recognize and reward staff for improved student achievement through an achievement-based incentive plan. This plan, known as the Columbus Municipal School District Teacher Incentive Pay Plan (CMSD TIPP), encourages all staff to focus on meeting and/or exceeding student growth and proficiency targets outlined by the Mississippi Department of Education School Accountability System. The District will measure individual school performance based on accountability results from the Mississippi Department of Education state assessments which are aligned to the Mississippi Department of Education College and Career Readiness Standards.

Phase 1 (2018-2019)

When a school improves a letter grade during the 2018-2019 school year (Year 1), incentive pay will be paid in December 2019 following the release of official test score data from the Mississippi Department of Education.

If the school's grade moves based on the following designations, Achievement Incentive Pay (AIP) will be earned:

1. F to D
 - a. Each certified staff receives \$500 incentive pay.
 - b. Each teacher assistant receives \$250 incentive pay.
 - c. Each support staff receives \$50 incentive pay.
2. D to C
 - a. Each certified staff receives \$1250 incentive pay.
 - b. Each teacher assistant receives \$625 incentive pay.
 - c. Each support staff receives \$100 incentive pay.
3. C to B
 - a. Each certified staff receives \$1500 incentive pay.
 - b. Each teacher assistant receives \$750 incentive pay.
 - c. Each support staff receives \$250 incentive pay.
4. B to A
 - a. Each certified staff receives \$2000 incentive pay.
 - b. Each teacher assistant receives \$1000 incentive pay.
 - c. Each support staff receives \$500 incentive pay.

Phase 2 (2019-2020)

Phase two of the CMSD TIPP will begin on July 1, 2019 (Year 2) and will provide the following incentive pay upon the release of the official testing data from the Mississippi Department of Education for the 2019-2020 school year. If a school improves a letter grade from the previous year (Year 1), Achievement Incentive Pay (AIP) is earned and will be paid in December 2020 according to the same rate schedule as set out in Phase 1. If a school does not improve a letter grade but maintains the same letter grade from the previous year (Year 1) then it will earn Maintenance Incentive Pay (MIP), and the following incentive pay will be paid in December 2020.

1. Maintains a grade of A
 - a. Each certified staff receives \$2000 incentive pay.
 - b. Each teacher assistant receives \$1000 incentive pay.
 - c. Each support staff receives \$500 incentive pay.
2. Maintains a grade of B
 - a. Each certified staff receives \$1500 incentive pay.
 - b. Each teacher assistant receives \$750 incentive pay.
 - c. Each support staff receives \$250 incentive pay.
3. Maintains a grade of C
 - a. Each certified staff receives \$1000 incentive pay.
 - b. Each teacher assistant receives \$500 incentive pay.
 - c. Each support staff receives \$100 incentive pay.
4. Maintains a grade of D or F – No incentive pay is received

Phase 3 (2020-2021)

Phase three of the CMSD TIPP will begin on July 1, 2020 (Year 3). If during the 2020-2021 school year, a school does not improve a letter grade, but maintains the previous year's grade (Year 2), the following Maintenance Incentive Pay (MIP) will be paid in December of 2021. If a school improves a letter grade from the previous year (Year 2), Achievement Incentive Pay (AIP) is earned and will be paid in December 2021 according to the same rate schedule as set out in Phase 1.

1. Maintains a grade of A
 - a. Each certified staff receives \$2000 incentive pay.
 - b. Each teacher assistant receives \$1000 incentive pay.
 - c. Each support staff receives \$500 incentive pay.
2. Maintains a grade of B
 - a. Each teacher receives \$1500 incentive pay.
 - b. Each teacher assistant receives \$750 incentive pay.
 - c. Each support staff receives \$250 incentive pay.
3. Maintains a grade of C
 - a. Each teacher receives \$1000 incentive pay.
 - b. Each teacher assistant receives \$500 incentive pay.
 - c. Each support staff receives \$100 incentive pay.
4. Maintains a grade of D or F – No incentive pay is received

Phase 4 (2021-2022)

Beginning in the 2021-2022 school year (Year 4), if a school improves a letter grade AIP is earned according to the rate schedule set out in Phase 1. However, Maintenance-based Incentive Pay (MIP) will be earned if a school maintains a letter grade of A or B and will be paid in December 2022. The maintenance incentive payment amounts will remain at the same levels as noted below until the program is modified or discontinued (2022 and beyond):

1. Maintains a grade of A
 - a. Each certified staff receives \$2000 incentive pay.
 - b. Each teacher assistant receives \$1000 incentive pay.
 - c. Each support staff receives \$500 incentive pay.
2. Maintains a grade of B
 - a. Each teacher receives \$1500 incentive pay.
 - b. Each teacher assistant receives \$750 incentive pay.
 - c. Each support staff receives \$250 incentive pay.
3. Maintains a grade of C or D or F – No maintenance incentive pay is received.

If a staff member, both certified and non-certified, does not complete the duration of the said year upon which the accountability results are based or is no longer a CMSD employee at the time that the incentive is to be paid, the incentive pay will not be earned or paid to that former employee. If a staff member, both certified and non-certified, retires at the end of the school term at which the incentive pay is based upon, they are eligible to receive payment.

For staff members, both certified and non-certified, who work 75 to 90 days in the said year, he/she will be paid half of the Achievement Incentive Pay (AIP) or Maintenance Incentive Pay (MIP). For those staff members, both certified and non-certified, who work 91 days or more, he/she will be paid the entire amount of the incentive.

McKellar, Juvenile Detention Center and Alternative School staff members will receive Achievement Incentive Pay (AIP) and Maintenance Incentive Pay (MIP) at the same rate and requirements as Columbus High School.

Central Office Staff

- All other staff members who are not assigned to a school site will receive AIP and MIP based on the district's accountability rating as outlined in the phases for Achievement and Maintenance Incentive Pay.
- The superintendent's incentive pay will be set by the Board of Trustees and is not a part of this policy.

Both the Achievement Incentive Pay (AIP) and Maintenance Incentive Pay (MIP) are separate from any state-based incentive programs and are paid in addition to benefits received under such programs. Incentives will be paid from non-MAEP funds. Incentive Pay dates are estimates and are subject to change due to the release of data by the Mississippi Department of Education.

This Incentive Pay plan is subject to revocation, amendment or modification by the Trustees of the Columbus Municipal School District at any time and shall not be considered a guarantee of future employment or compensation.