

GAAAC

SCHOOL IMPROVEMENT GRANT PERFORMANCE BASED COMPENSATION SYSTEM

The board of trustees of the Jackson Public School District is desirous of recruiting, placing, and retaining staff with the skills necessary to meet the needs of the students; improving student achievement by increasing teacher and principal effectiveness; reforming teacher and principal compensation systems so that teachers and principals are rewarded for increases in student achievement; and creating sustainable performance-based compensation systems. As a participating District in the School Improvement Grant (SIG) and Teacher Incentive Fund (TIF) program, the board of trustees of the Jackson Public School authorizes the superintendent to define the terms, procedures, and regulations for the establishment and implementation of a Performance Based Compensation System (PBCS) under that program. This system pays salary incentives to employees for meeting defined levels of employee and student performance. This policy shall only apply to those teachers assigned to schools that are recipients of the SIG grant or participants in the TIF program.

To the extent allowed by law and in an effort to compensate and reward employees for increases in student achievement, the board authorizes the superintendent to expend federal No Child Left Behind Act funds, or any other available funds that are expressly designated and authorized for that use, to pay training, educational expenses, salary incentives and salary supplements to its employees. These salary supplements, incentives, or training and educational expenses shall not be considered part of the local supplement as defined in [Section 37-151-5\(o\)](#), nor shall incentives be considered part of the local supplement paid to an individual teacher for the purposes of [Section 37-19-7\(1\)](#), and shall not become part of the individual teacher's or employee's District salary. Employees who receive salary supplements from grants or work in grant supported areas will no longer continue to receive those funds or work in grant supported areas once the original grant source becomes unavailable or is depleted.

Mississippi Adequate Education Program funds or any other state funds, other than the SIG AND TIF funds, may not be used for salary incentives or salary supplements as provided in this policy. It is the board's expectation and desire that employees who are eligible to receive incentives under the PBCS must remain

employed with the District at the time of the distribution of incentives to be eligible to receive any incentives earned under the PBCS.

SOURCE: Miss. Code Ann. §37-7-301(mm); 37-151-5(o); 37-19-7(1); Jackson Public School District; Mississippi Department of Education

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