



Responsible Office: Office of Human Resources

BOARD POLICY 4300

ENHANCED COMPENSATION/PAY FOR PERFORMANCE

PURPOSE

In order to recruit, hire, develop and retain dedicated, high-performing personnel the Board of Trustees believes in a fair performance system that promotes opportunities for employees based on performance standards. The Board believes that teacher and school level administrator effectiveness is highly correlated to student achievement. The District's enhanced compensation program's primary focus is the improvement in the academic achievement of students, especially our District's most at-risk students.

POLICY

1. In accordance with Nevada Revised Statutes (NRS) 391.168, the District shall implement a program of enhanced compensation/pay for performance for licensed teachers and school-based administrators. Implementation of the program shall be based on receipt of legislatively designated funds.
2. The District supports a diversified compensation career lattice system that provides differentiated roles and responsibilities for teacher leaders both inside and outside of the classroom, encourages increased knowledge of skills and performance, stimulates and reinforces teacher and administrator collaboration, creates a culture of continuous learning leading to career opportunities and provides incentives to teach and lead in high-needs areas designated by the Washoe County School District.
3. Staff will work collaboratively with the recognized employee associations in the implementation of a pay for performance system.
4. Enhanced compensation will be based on performance, as demonstrated by multiple measures on the overall effectiveness in performance evaluations of licensed teachers and school-based administrators through the District's Professional Growth System.

DESIRED OUTCOMES

1. This policy will help to ensure a workforce of highly skilled and effective teachers and administrators.

2. This policy serves to implement a program that recognizes and rewards the talent and leadership of the District's teachers and administrators in order to better serve our students and provide them with the best educational opportunities.

IMPLEMENTATION GUIDELINES & ASSOCIATED DOCUMENTS

1. This Policy reflects the goals of the District's Strategic Plan, to include the Mission Statement and Vision Statement of the Board of Trustees.
2. This policy aligns with the governing documents of the WCSD to include:
 - a. Board Policy 4110, Recruitment and Selection of Personnel
 - b. Board Policy 4117, Licensed Employee Probation and Evaluation
 - c. Negotiated Agreements of the Washoe Education Association and Washoe School Principals Association
3. This policy complies with the Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC) to include:
 - a. Chapter 288, Relationships Between Governments and Public Employees
 - b. Chapter 391, Personnel, and specifically:
 - i. NRS 391.168, Establishment of program of performance pay and enhanced compensation for recruitment and retention of teachers and administrators
4. This policy complies with federal laws and regulations to include:
 - a. Elementary and Secondary Education Act

REVIEW AND REPORTING

1. This document shall be reviewed as part of the bi-annual review and reporting process, following each regular session of the Nevada Legislature. The Board of Trustees shall receive notification of any required changes to the policy as well as an audit of the accompanying governing documents.
2. Administrative regulations, and/or other associated documents, will be developed as necessary to implement this policy.
3. This program will be monitored by the District's Office of Human Resources and Office of School Performance.

REVISION HISTORY

Date	Revision	Modification
2/10/2015	1.0	Adopted