



### ***Local Accountability Bonus***

#### **PURPOSE**

The CMS Local Accountability Bonus Program was designed to focus school staff on the accomplishment of student achievement goals representing every segment of the student population.

#### **ELIGIBLE EMPLOYEES**

- Employees who are assigned to a single school location for a minimum of 20 hours per week.
- Itinerant staff – positions that are assigned to several school locations.
- Retired/terminated employees.
- Employees who work at more than one eligible location during the school year.

#### **INELIGIBLE EMPLOYEES**

- Employees who have documented unsatisfactory performance.
- Certified and non-certified personnel who are *not* regularly assigned to one school location for a minimum of 20 hours per week.
- Certified and non-certified personnel assigned to locations other than schools, such as: Homebound, Nature Museum, Discovery Place, McLeod Center, and Transitional Teachers (may not be all inclusive).
- Non-permanent substitute employees.
- Employees who were on unpaid leave or disability, other than military or FMLA.
- Employees assigned to the following locations: Education Center, Media Services, Professional Development, Maintenance, Security, Transportation, and Storage and Distribution (may not be all inclusive).

#### **AWARD AMOUNT CRITERIA**

Award amounts are determined on the number of eligible schools/employees and are pro-rated based on the percentage of an employee's assignment and employment term at that school site. The high academic change or expected growth of all applicable student subgroups is a different measure than the composite State ABC for the whole school.

**Tier 1:** A school made AYP in all subgroups and achieved high academic change or expected growth with all applicable student subgroups.

**Tier 2:** A school made AYP in all subgroups, but did not achieve high academic change or expected growth with all applicable student subgroups.

**Or,** a school made high academic growth or expected growth with all applicable student subgroups, but did not make AYP.

#### **BONUS PAYMENTS FOR ITINERANT STAFF**

Itinerant employees are eligible for a bonus percentage from each school location that achieves its goals.

#### **DISTRIBUTION DATE**

Historically payment follows the State ABC Bonus and reflects achievement levels from the previous school year.

**PLEASE NOTE:** Bonus program criteria and eligibility requirements are subject to revision pending annual legislative and budgetary determinations.