

# 5

# Compensate & Retain

## ***Assess pay competitiveness and implement performance-based compensation systems.***

TPS is strategically designing compensation to attract and and retain educators, especially in hard-to-staff, high-needs buildings. This work has involved developing and expanding performance-based compensation programs to recognize and leverage the talents of highly effective teachers and school leaders.

### **Year 1 Key Programs and Activities**

#### **Teacher Review and Alternative Compensation System (TRACS)**

TRACS originally started nearly 20 years ago under a federal TIF grant as a program seeking to promote teacher quality and leadership while improving the academic performance of students. Through the current PROUD grant, TRACS qualification was opened in all Opportunity Zone schools to attract and retain high-performing teachers in those buildings. All teachers working in Opportunity Zone Schools who are evaluated through the Ohio Teacher Evaluation System (OTES) are eligible to apply for TRACS. During the 2020-21 school year over 80 teachers applied and 20 successfully qualified. Qualifying teachers receive a stipend of 15% of their base salary if they remain in classrooms in identified high-needs schools.

#### **Exceptional Principal Incentive Compensation System (EPICS)**

During the 2020-21 school year we designed and launched a new performance-based compensation program for principals. EPICS is modeled after TRACS and has an additional component of leveraging the expertise of qualifying principals to improve leadership across the district. Twenty-five principals applied for EPICS, and eleven were selected. Principals must be rated skilled or higher in their performance evaluation to apply for the program, and other selection criteria are aligned to the principal performance standards. Qualifying principals in Opportunity Zone schools receive a stipend of 15% of their base salary while principals of other schools receive a stipend of 10% of their base salary. EPICS principals also commit to continued learning through participation in professional development on instructional leadership.

#### **Retention Bonuses**

Annual retention bonuses are available to teachers and school leaders in the 17 grant-identified Opportunity Zone schools who continue to serve in historically hard-to staff buildings. The goal of these bonuses is to retain and stabilize staff to ensure a supportive learning environment for students. More than 480 Opportunity Zone school leaders and teachers were paid a retention bonus after returning to their buildings for the 2021-22 school year.

## Market Competitive Administrator Salaries

A contractor was engaged to conduct a compensation study and provide recommendations. This data was utilized for the negotiation of a new contract for district administrators in 2021. The administrative salary scale was updated to align with current market rates.

## Strategy 5 Highlights

---



**20 new teachers**  
qualified for TRACS



**45.5% of EPICS**  
**principals** are  
minorities



**480+ teachers and**  
**school leaders**  
received retention  
bonuses