



Responsible Office: Office of Human Resources

BOARD POLICY 4300

ENHANCED COMPENSATION / PAY FOR PERFORMANCE

PURPOSE

The Board of Trustees (Board) believes that teacher and school level administrator effectiveness is highly correlated to student achievement. The Board hereby establishes, through this Board Policy, a program of performance pay and enhanced compensation for licensed employees

POLICY

1. The District shall implement a program of enhanced compensation/pay for performance for licensed teachers and school-based administrators.
2. The primary focus of the District's enhanced compensation/pay for performance program is the improvement of the academic achievement of students with particular focus on implementation at schools identified as at-risk or underperforming.
3. 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. Employees will work collaboratively with the recognized employee associations in the implementation of a pay for performance system.
4. Implementation of any enhanced compensation/pay for performance program separate of those that are mandated in statute shall be based on the availability of appropriate funding and are subject to negotiation with the recognized employee association(s) and approval from the Board.

LEGAL REQUIREMENTS AND ASSOCIATED DOCUMENTS

1. This Board Policy reflects the goals of the District's Strategic Plan, and aligns/complies with the governing documents of the District, to include:
 - a. Board Policy 4110, Recruitment and Selection of Personnel;
 - b. Board Policy 4117, Licensed Employee Probation and Evaluation; and

- c. Negotiated Agreements of the Washoe Education Association and Washoe School Principals Association.
- 2. This Board Policy complies with the Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC) to include:
 - a. Chapter 288, Relationships Between Governments and Public Employees; and
 - b. Chapter 391, Personnel, and specifically:
 - i. NRS 391A.450; and
 - ii. NRS 391A.455.
- 3. This Board Policy complies with federal laws and regulations to include:
 - a. Elementary and Secondary Education Act.

REVISION HISTORY

Date	Revision	Modification
2/10/2015	1.0	Adopted
10/26/2021	2.0	Revised: removed outdated statute, clarified language for funding incentives, format changes.