

Code: GBAA
Adopted: June 9, 2016
Revised: March 9, 2017

ENHANCED COMPENSATION/ PAY FOR PERFORMANCE

Assembly Bill 483 – Pay for Performance/Enhanced Compensation

Section 1 of this bill requires the board of trustees of each school district annually to reserve for each fiscal year a sum of money sufficient to pay an increase in base salaries, not to exceed 10 percent of budget, and not less than 5 percent of the teachers and administrators employed by the school district. Section 3 of this bill requires that the initial reservation of money be made for Fiscal Year 2016-2017 and that the initial increase in salaries be effective for the 2016-2017 school year. In pursuant to NRS 391.168.

After making the reservation required by subsection 1, the board of trustees shall provide written notice of its action to the Department and the State Board, with information about the amount of money reserved and the increase in salaries to be paid. The State Board shall review the information at a meeting of the State Board. The money reserved by the board of trustees must be accounted for separately by the school district. It is not subject to negotiations with an employee organization for the purposes of chapter 288 of NRS. It must be used only to pay an increase in salaries in accordance with this section and NRS 391.168 and not to increase the salaries or monetary benefits of other employees of the school district. Any money reserved pursuant to subsection 1 for a fiscal year that remains in the account established pursuant to subsection 3, does not revert to the general fund of the school district, but must be carried forward to the next fiscal year. At the end of the next fiscal year, the reserved money reverts to the general fund of the school district and may be expended by the board of trustees of the school district pursuant to the provisions of chapter 288 of NRS.

Lincoln County School District will set the date of April 15th as the date to determine the number of teachers and administrators subject to the reserve requirement for AB 483. Since the funds are to be reserved prior the commencing budget year, Lincoln County School Districts will use the total allocation of positions projected for the upcoming fiscal year for the reserve requirement. The determination of the number of employees and the amount to be reserved is not subject to collective bargaining.

For the 2016-2017 school year Teachers and Administrators who are contracted at a Title I school or any school that is rated by the Nevada Department of Education with the Nevada School Performance Framework (NSPF), in Lincoln County School District and have a star rating on the NSPF of a “5” will receive \$100 stipend after ratings are made official by the Nevada Department of Education.

For the 2016-2017 school year Teachers and Administrators who are contracted at a Title I school or any school that is rated by the Nevada Department of Education with the Nevada

School Performance Framework (NSPF), in Lincoln County School District and have a star rating on the NSPF of a “4” will receive \$75 stipend after ratings are made official by the Nevada Department of Education.

For the 2016-2017 school year Teachers and Administrators who are contracted at a Title I school or any school that is rated by the Nevada Department of Education with the Nevada School Performance Framework (NSPF), in Lincoln County School District and have a star rating on the NSPF of a “3” will receive \$50 stipend after ratings are made official by the Nevada Department of Education.

For the 2016-2017 school year, the Nevada Department of Education will not have official star rankings for the Nevada School Performance Framework. All teachers and administrators will receive a \$75 stipend in their April Payroll. Policy will be revisited for the 2017-2018 school year.