

**Senate Bill 511 (2015) – Section 12
New Teacher Incentives**

**Nevada State Board
of Education Meeting**
July 23, 2015

Funding

\$20 Million (\$10M/Fiscal Year)

SB 511

Appropriated from the State General Fund to the Account for Programs for Innovation and the Prevention of Remediation created by NRS 387.031 the following sums:

<i>For the Fiscal Year 2015-2016</i>	<i>\$5,000,000</i>
<i>For the Fiscal Year 2016-2017</i>	<i>\$5,000,000</i>

SB 515

Appropriated from the State General Fund to the Account for Programs for Innovation and the Prevention of Remediation created by NRS 387.031 the following sums:

<i>For the Fiscal Year 2015-2016</i>	<i>\$5,000,000</i>
<i>For the Fiscal Year 2016-2017</i>	<i>\$5,000,000</i>

Timeline – Section 12 (1)

- On or before August 31, 2015, the board of trustees of a school district may apply to the State Board of Education to provide financial incentives to newly hired teachers.
- On or before October 31, 2015, the State Board shall distribute the money to each board of trustees of a school district that submits an application in proportion to the number of teachers to whom the board of trustees plans to provide incentives.

Purpose – Section 12 (2)

Each board of trustees of a school district that receives a grant of money pursuant to subsection 1 must use the money to pay for incentives to newly hired teachers through the program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators established by the board of trustees pursuant to NRS 391.168.

Eligibility – Section 12 (2)

A board of trustees of a school district may only use such money to provide incentives to licensed teachers who:

- a) Were not employed by the board of trustees during the 2014-2015 school year; and
- b) Are employed full-time to teach in a school that:
 1. Is a Title I school as defined in NRS 385.3467; or
 2. Received one of the two lowest possible ratings indicating underperformance of a public school, as determined by the Department of Education pursuant to the statewide system of accountability for public schools, for the 2015-2016 school year.

Use of Funds – Section 12 (3)

- May be used to increase the base salary for the 2015-2016 and 2016-2017 school years
- Amount not to exceed \$5,000 per school year
- Teachers not entitled to continue to receive incentive after the 2016-2017 school year
- Board of trustees shall provide professional development to each teacher who receives incentive for each school year for which the teacher receives the incentive

2015-2016 New Teacher Incentives Applications

- **July 1, 2015**: Guidance Memorandum #15-08 issued to CCSD (copied to all districts and charter schools; also includes AB 483)
- **June 15, 2015**: Memorandum to districts requesting information (charters not eligible for NRS 391.168 programs of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators)
 - ✓ 3 Districts – Not eligible/decided not to apply for 2015-2016 funds
 - ✓ 4 Districts – Requested time extensions (negotiations with employee associations, board approval, and/or administrative concerns)
 - ✓ 10 Districts – Submitted applications requesting funds

2015-2016 Recommendations

- **\$10 million appropriated**
\$5,000/teacher = 2,000 teachers
- **\$10,910,375 requested by districts (see attached)**
2,427 teachers @ 269 eligible schools
- **\$10 million/2,427 teachers = \$4,120.31 per teacher**
- **Department staff recommendation for Board motion:**
 - \$4,000 per teacher* to be awarded, based on 2,427 requested (unless less requested by district)
 - \$9,671,000 to 10 applying districts on or before August 1, 2015
 - \$112,000 for possible remaining 4 districts on or before October 1, 2015
 - Remaining funds as of October 2, 2015 carried forward to 2016-2017

** Districts may still pay up to \$5,000 per teacher based on local plans, availability of funds, etc.*

New Teacher Incentives (SB 511)

7/23/2015 - REVISED

District	# Schools	# Teachers	Incentive Amount	Requested by Districts	NDE Recommends (\$4,000/teacher)	Professional Development for SB511 Teachers
Carson City*	5	30	\$5,000	\$150,000	\$120,000	PD plan outlined for all new teachers; not differentiated by SB511 recipients
Churchill County	4	5	\$5,000	\$25,000	\$20,000	PD plan outlined for all new teachers; not differentiated by SB511 recipients
Clark County*	186	2,080	up to \$5,000**	\$9,504,000	\$8,320,000	30 hours PD for new to Nevada w/prior exp. and 60 hours for no prior exp. (15 more than other brand new, non SB511)
Elko County	6	13	\$5,000	\$65,000	\$52,000	PD plan outlined for all new teachers; not differentiated by SB511 recipients
Humboldt	11	16	up to \$5,000**	\$72,000	\$64,000	30 additional hours of PD for SB511 recipients
Lander County*	2	7	\$3,000	\$21,000	\$21,000	PD plan in development; no indication of differentiated by SB511 recipients
Lincoln County*	3	4	up to \$5,000**	\$20,000	\$16,000	30 additional hours of PD for SB511 recipients
Lyon County*	9	30	\$3,000	\$90,000	\$90,000	PD plan outlined for all new teachers; not differentiated by SB511 recipients
Pershing County***	1	2	\$5,000	\$10,000	\$8,000	PD plan not included
Washoe County*	43	240	up to \$5,000**	\$978,375	\$960,000	PD plan outlined for all new teachers; not differentiated by SB511 recipients (additional tuition assistance for SB511 SpEd)
TOTAL REQUESTED	269	2,427	N/A	\$10,910,375	\$9,671,000	N/A
Extensions Requested****	14	28	Up to \$5,000	N/A	\$112,000	N/A

* Requested additional schools, but did not meet SB511 criteria.

** \$5,000 for those hired before 8/31/15, then prorated based on month of hire.

*** 1.5 submitted, but rounded up to 2 for calculation purposes.

**** Estimates based on vacancies/hires at SB511 eligible schools.

Districts Requesting Extended Timeline for Request ****

- Esmeralda County
- Mineral County
- Nye County
- White Pine County

Districts Not Requesting 15-16 SB511 Funding

- Douglas County
- Eureka County
- Storey County