

CONSIDERATIONS FOR REGULATIONS RELATED TO IMPLEMENTATION

ASSEMBLY BILL 434

Makes appropriations for incentives for employing teachers at Title I and underperforming schools.

SECTION 1: Incentives for *New Teachers* (Title I or Underperforming) \$2.5M/Year

- Align with other new teacher incentives pursuant to Section 26 of [Senate Bill 544](#) (SB511, 2015)
 - ✓ \$5,000 maximum per teacher
 - ✓ Two lowest possible ratings on NSPF
 - ✓ Alignment of incentives to “program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators” pursuant to [NRS 391A.450](#)
 - ✓ Professional development provided to teachers by district
- Not subject to negotiations with an employee organization pursuant to [Chapter 288](#) of NRS

SECTION 2: Incentives for *Transfer Teachers* (Title I or Underperforming) \$2.5M/Year

- Clarification that “...the Department of Education is to provide incentives for the hiring of...” means that the funds shall be competitively awarded to districts and/or charter schools for distribution, rather than to specific educators.
- Minimum/maximum award amounts per teacher
- Limited to specific grade levels/subject areas based on high-need/shortages
 - ✓ Classroom teachers vs. “other licensed personnel” such as counselors, librarians, speech-language pathologists, etc?
- Eligibility criteria and/or differentiated award amount based on:
 - ✓ NEPF ratings of Highly Effective or Effective (how many prior years)?
 - ✓ Fully-state certified in teaching assignment area/grade level/subject
 - ✓ Minimum number of prior years teaching
- Alignment of incentives to “program of performance pay and enhanced compensation for the recruitment and retention of licensed teachers and administrators” pursuant to [NRS 391A.450](#)
- Not subject to negotiations with an employee organization pursuant to [Chapter 288](#) of NRS
- Incentive only for the initial year in which teacher transfers, or also eligible in subsequent years for retention?
- Requirement for teacher to remain at Title I/underperforming school for consecutive years prior to receiving funds or return funds if he/she leaves school/district?
- When is incentive distributed? (transfer signed, first day at new school, after first 30/60/90 days of school to ensure teacher is not “surplus/overaged” out of newly-transferred school)
- Beginning with Spring 2018 transfers for 2018-2019 school year