

Bledsoe County Performance Incentive Eligibility Rules

To be eligible to participate in the Performance Incentive program all school level employees must meet all of the following general eligibility requirements. Requirements may change annually. All educator inquiries/issues with requirements shall be reviewed by the Director of Schools and approved annually by the Board of Education.

1. Employees must be employed in a school-assigned position within the first 20 days of school.
2. Substitute teachers, student teachers, district level staff are *not* eligible.
3. To be eligible for individual teacher performance or principal incentives employees must hold a valid teaching license from the State of Tennessee.
4. Non-certified staff will only be eligible for school-wide incentive.
5. Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students. (This does not apply to Principals)
6. For applicable employees, employees must review instructional-linkage and assignment-verification information for accuracy (Teachers are responsible for claiming their students' individual scores).
7. Employees must be in attendance 94.44% or 170 days of the 180 instructional days identified in the "instructional school calendar" to receive their school-wide incentive, individual teacher performance, or principal incentive. This means that employees cannot be absent for more than 10 days. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through the Central Office), Paid Parental Leave (PPL), assault leave, workmen's compensation, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*
8. Employees must be continuously employed in a tested position until the last day of school to receive the Individual Teacher Performance incentive.
9. Employees must be in "good standing" to receive any incentive. "Good standing" means that all paperwork/certifications are up to date.
10. Incentives for employees who transfer from one incentive-eligible position to another incentive-eligible position during the school year shall be determined on the basis of the incentive-eligible position held for the majority of the school year.
11. Employees will not be eligible for incentives that transfer from an incentive eligible position to a non-incentive eligible position.
12. Incentives for employees who work at multiple schools will be determined by the school for which they are evaluated.

13. Employees who voluntarily elect (except for retirement) not to return to the district in the following year for which incentives are rewarded shall not be eligible any incentive award payments.
14. Employees must be currently employed by the district at the time of payment to receive any incentives award payment.
15. Performance Incentive Awards to be approved **annually** by school board through approval of the budget.

Incentive	Eligible Employees
School-Wide	-School-Level Certified Staff -Principals & Assistant Principals -School level Non-Certified (paraprofessionals, custodians, nurses, secretaries, bookkeepers)
Individual Teacher Performance	-School-Level TVAAS/State Portfolio tested Certified Staff
Principal/Assistant Principal	-Principals -Assistant Principals