

## **Teacher Resident Compensation SY 2019-2020**

- 1. Will yearlong public school undergraduate Teacher Residents be compensated in this school year?**  
Yes
- 2. How much will the Residents be compensated?**  
The Residents will be provided \$1,000 through the pay raise allocation rather than the \$2,000 previously provided.
- 3. Where will the funding come from for the Resident compensation?**  
Funding will be provided through the Minimum Foundation Program (MFP) formula via the certificated pay raise allocation.
- 4. Are Teacher Residents considered certificated?**  
Yes, they are issued a Teacher Resident Certificate.
- 5. What data will be utilized to count the number of eligible Residents to be included in the MFP count for the pay raise?**  
The survey being conducted by the Talent Office will be the mechanism in 2019-20 through which data is collected on staffing to be included in the position count for the pay raise allocation. These teachers should not be reported in the October 1, 2019 PEP submission as the system is not yet able to accept these positions. The survey information will be incorporated into PEP by the LDOE for use in determining the allocation.
- 6. What data is required to be included in the Teacher Resident funding allocation?**  
The Talent Office survey must include the specific information on each Resident to be included in the allocation.
- 7. How will the LEAs receive the funds for the Teacher Residents compensation?**  
The MFP monthly payments starting in October will include the funds for the Residents based on the survey data.
- 8. What process should the LEA follow for disbursing the funds to the Teacher Residents?**  
There are several options for paying the pay raise funds to Resident Teachers:  
Option 1 is to hire the Residents and thus pass their compensation through their own payroll system understanding that there are implications for retirement and other benefits.  
Option 2 is the LEA may contract with a Provider who then makes the payment to the Resident.  
Option 3 is the LEA may pay consider the Resident Teacher to be similar to a Substitute Teacher or as non-employee contracts and pay the funds directly to the individual.
- 9. If a Resident will be ending their employment at the end of the calendar year when must they be paid the entire compensation amount?**  
It may be paid in two installments: half at the mid-year point and the other half at the end of the residency. If a Resident's position will end in December, then the total compensation amount should be provided no later than December 31.
- 10. Will the LEAs receive the retirement allocation for the Residents?**  
The retirement allocation will be provided to the LEAs according to the Resident count.