

Differentiated Compensation Allocation Guidance

July 2024

This document provides answers to questions regarding the Differentiated Compensation Allocation and Guidance in FY2024-25. This document can be retrieved from STATE ALLOCATIONS section in the Business Manager Support Library.

For further information on this guidance, send inquiries to <u>schoolfinancehelpdesk@la.gov</u>or call the Office of School System Financial Services at 225.342.3617.

What is the purpose of the Differentiated Compensation Allocation?

This allocation is intended to assist school systems and schools with their unique market needs in the recruitment and retention of teachers.

What is Differentiated Compensation?

Differentiated Compensation provides different pay for different jobs.

Which entities are eligible to receive a Differentiated Compensation allocation?

The entities eligible for these funds are: city and parish school districts, Legacy Type 2 charter schools, New Type 2 charter schools, Lab schools, state schools, and RSD operated and Type 5 charter schools.

What data is used to calculate the allocation?

The calculation is based on the number of teachers reported in the Fall 2023 MFP staffing count (EdLink Fall / Winter CLASS Collection (PP2)). The definition of teacher is limited to those staff reported as a teacher (Object 112, Function 1000-2200) in the staffing data collection. The teacher count does not include any other certificated positions.

Are teacher counts for Type 1 charter schools included in the teacher data used in the allocation calculation?

Yes, the teacher counts for Type 1 charter schools as reported to the department through the staffing data collection are included in the source data for the allocation.

Should a Type 1 charter school authorizer pass along the portion of the Differentiated Compensation funds allocated to the Type 1 charter school?

Yes, the Type 1 charter school must receive the portion of the allocation based on the number of teachers reported in the school system's staffing data.

How much is the appropriation for Differentiated Compensation?

The Legislature appropriated a total of \$17.5 million for this purpose during the 2024 Regular Session of the Legislature.

Were these funds included in the Minimum Foundation Program (MFP) formula?

No, this funding is a separate appropriation in the Legislative budget. The funds for the Differentiated Compensation Allocation are NOT included in the FY 2024-25 MFP Formula.

How will the Differentiated Compensation funds be allocated?

The number of teachers by entity is multiplied by \$289.93 to generate the total allocation per school system or school.

If the funds were allocated based on \$289.93 per teacher, must the funds be paid out as stipends in the same amount?

No, the funds may be given in different increments other than the allocation amount per teacher.

Will the employer share of the retirement contribution rate for these stipends be included in the allocation?

Yes, the associated employer retirement costs for the stipends are funded at 21.51%, and will be included in the total allocation of each school system or school.

How are these Differentiated Compensation funds to be used?

These funds may be used in any proportion appropriate to address recruitment and retention needs, in any of the following four categories:

- Stipends for teachers in *critical shortage areas* as determined by the Board of Elementary and Secondary Education (BESE);
- Stipends for highly effective teachers;
- Stipends for teachers working in *high need schools* defined as those with an Economically Disadvantaged rate of 85% or higher; and
- Stipends for *teacher leadership positions*.

What are the critical shortage areas as determined by BESE?

The designated critical shortage areas to be used for the Differentiated Compensation are:

- Secondary Mathematics (Grades 6-12)
- Secondary Science (Grades 6-12)
- Special Education (Grades K-12)

May a school system or school determine additional Critical Shortage Areas"?

BESE approved three critical shortage areas to include Secondary Math, Secondary Science or Special Education only. There is no flexibility in determining critical shortage areas outside of those approved.

What is the definition of a Highly Effective Teacher?

Differentiated compensation allocations may be used to fund stipends for highly effective teachers as defined in R.S. 17:381 through 3095 and Bulletin 130 - Regulations for the Evaluation and Assessment of School Personnel.

What is the definition of a High Need School?

Stipends may be given to teachers working in High Need schools, defined as those with an Economically Disadvantaged rate of 85% or greater. The data by school for February 1, 2024 is located within the February 2024 Multi Stats file located on the <u>Student Attributes</u> webpage.

What is an example of a Teacher Leadership position?

Stipends may be given to classroom teachers who are appointed to lead weekly teacher collaborations or those who serve as academic/instructional coaches or mentors. More information about mentor teachers can be found in the Mentor Teachers on the LDOE website.

How will these funds be released to the eligible entities?

The entire allocation will be paid to the eligible entities in one payment.

What is the expected release date of these funds?

The expected release date is on or about September 5, 2024.

Is there a date by which these funds must be utilized?

These funds are intended to assist with recruitment efforts with a concentration on activities during FY 2024-25. It is strongly encouraged to utilize these funds as quickly as feasible to ensure classrooms are staff adequately for students in this school year.

May these funds be carried over into FY 2025-26 if they are not utilized in FY 2024-25?

School systems should plan to expend the full amount of the allocation in the current fiscal year. Plans should be in place to avoid having remaining funds at the close of the fiscal year. If all efforts to utilize the funds in the current fiscal year are exhausted, only then may these funds be carried over to the following fiscal year.

How should these funds be accounted for in the accounting records?

It is recommended that these funds be accounted for in a special revenue account/fund within the General Fund for appropriate tracking.

What are the account codes/KPCs in the Annual Financial Report (AFR) in which these funds must be reported?

The account codes in which these funds should be reported in the AFR are:

Revenue from State Sources, State Restricted Grants-in-Aid, Other Restricted Revenues, Keypunch code 6250 and Acct code 3290.

Must the use of these funds be approved by the Louisiana Department of Education?

No, this is a local decision. The department does not need to approve the plan on the proposed use of these funds.

Must the school board approve these funds prior to distribution of the stipends to the employees? Yes, prior to implementation of the compensation plan, the school board must adopt the plan.

What documents should be presented to the local school board detailing the proposed compensation plan?

The compensation plan should be included in the salary schedule document annually presented to the local school board for approval.

If the local school board has already approved the salary schedule for this year, is a separate vote and approval needed to amend the salary schedules with this new compensation plan?

Yes, if the salary schedule has already been approved, an amendment to the plan is necessary in order to implement this new compensation plan.

What documentation must be in place to substantiate approval of the distribution plan by the school board and incorporation of the funds in the salary schedule?

Minutes from the school board meeting must be available to substantiate the approval by the school board of the inclusion of these funds in the salary schedule.

What information should be included in the salary schedule documentation to demonstrate these funds have been included?

The salary schedule documentation should include the policy on which the distribution of the stipends is based. Good business practices would also require the policy state the amounts and the eligibility criteria.

Must the Louisiana Department of Education give approval to the compensation plans adopted by the school boards?

No, this is a local decision. The department does not need to approve the plan on the proposed use of these funds.

What documentation must be retained by the recipients to substantiate the distribution plan and the payment of funds to employees?

Payroll records detailing the amount and date of the release of the stipend payments to employees must be maintained to substantiate the appropriate use of these funds.

Will the independent CPAs be required to perform audit procedures to verify that this new compensation plan did receive appropriate approval by local school boards?

Yes, State Agreed upon Procedures as published by the Legislative Auditor's Office will require that independent CPAs review the documentation to substantiate appropriate approval of the compensation plan and inclusion in the salary schedule documents

Will recipients of these funds be required to submit documentation on the approved plan along with dates and amounts of the distributions to the Department?

Yes, the Department will require that recipients provide data on the use of these funds. This data request will be issued in Spring 2025.

School Systems and Schools		Diff	Differentiated Compensation Allocation					
		Number of Teachers (Obj 112, Functions 1000 - 2200) Final Fall 2023 FTE Staffing	Differentiated Compensation Allocation	Retirement Allocation FY2024- 25 Rate	Total Cost			
		Data	\$289.93	21.51%				
	FY2024-25	18	19	20	21			
	July 2024	FTE Certificated Teacher	C18 x \$	C19 x %	C19 + C20			
1	Acadia	Count Only 571.0	\$165,542	\$35,608	\$201,150			
2	Allen	328.0	\$95,097	\$20,455	\$115,553			
3	Ascension	1,853.4	\$537,366	\$115,588	\$652,954			
4	Assumption	183.0	\$53,058	\$11,413	\$64,471			
5	Avoyelles	264.3	\$76,625	\$16,482	\$93,106			
6	Beauregard	418.2	\$121,241	\$26,079	\$147,320			
7 8	Bienville Bossier	189.2 1,689.5	\$54,851 \$489,826	\$11,799 \$105,362	\$66,650 \$595,187			
9	Caddo	2,177.8	\$489,826 \$631,409	\$105,362 \$135,816	\$767,225			
10	Calcasieu	2,402.3	\$696,510	\$149,819	\$846,330			
11	Caldwell	121.6	\$35,260	\$7,584	\$42,844			
12	Cameron	130.3	\$37,789	\$8,128	\$45,918			
13	Catahoula	85.4	\$24,748	\$5,323	\$30,072			
14	Claiborne	106.7	\$30,925	\$6,652	\$37,577			
15	Concordia	256.0	\$74,222	\$15,965	\$90,187			
16	DeSoto	390.8	\$113,295	\$24,370	\$137,665			
17 18	East Baton Rouge East Carroll	3,030.0 58.9	\$878,478	\$188,961	\$1,067,438			
19	East Carroll East Feliciana	116.4	\$17,082 \$33,760	\$3,674 \$7,262	\$20,756 \$41,022			
20	Evangeline	416.0	\$120,611	\$25,943	\$146,555			
21	Franklin	201.2	\$58,331	\$12,547	\$70,878			
22	Grant	206.9	\$59,984	\$12,903	\$72,887			
23	Iberia	868.5	\$251,803	\$54,163	\$305,966			
24	Iberville	423.1	\$122,679	\$26,388	\$149,068			
25	Jackson	154.4	\$44,759	\$9,628	\$54,387			
26	Jefferson	3,336.4	\$967,336	\$208,074	\$1,175,410			
27 28	Jefferson Davis Lafayette	363.2 2,078.9	\$105,303 \$602,723	\$22,651 \$129,646	\$127,953 \$732,369			
29	Lafourche	887.1	\$257,196	\$55,323	\$312,519			
30	LaSalle	185.1	\$53,680	\$11,546	\$65,226			
31	Lincoln	440.6	\$127,735	\$27,476	\$155,211			
32	Livingston	1,811.6	\$525,234	\$112,978	\$638,211			
33	Madison	110.9	\$32,153	\$6,916	\$39,069			
34	Morehouse	232.5	\$67,410	\$14,500	\$81,910			
35	Natchitoches	392.3	\$113,739	\$24,465	\$138,204			
36 37	Orleans Ouachita	3,186.7 1,166.2	\$923,912 \$338,125	\$198,734 \$72,731	\$1,122,646 \$410,856			
38	Plaquemines	286.5	\$83,074	\$17,869	\$100,943			
39	Pointe Coupee	171.2	\$49,650	\$10,680	\$60,330			
40	Rapides	1,644.8	\$476,890	\$102,579	\$579,469			
41	Red River	104.3	\$30,253	\$6,507	\$36,760			
42	Richland	175.0	\$50,744	\$10,915	\$61,660			
43	Sabine	314.0	\$91,038	\$19,582	\$110,621			
44	St. Bernard	531.9	\$154,218	\$33,172	\$187,391 \$296,984			
45 46	St. Charles St. Helena	843.0 69.7	\$244,411 \$20,218	\$52,573 \$4,349	\$296,984			
47	St. James	266.9	\$77,375	\$16,643	\$94,018			
48	St. John the Baptist	413.2	\$119,801	\$25,769	\$145,570			
49	St. Landry	928.7	\$269,246	\$57,915	\$327,160			
50	St. Martin	468.7	\$135,897	\$29,231	\$165,129			
51	St. Mary	560.9	\$162,622	\$34,980	\$197,602			
52	St. Tammany	2,872.8	\$832,920	\$179,161	\$1,012,081			
53 54	Tangipahoa Tensas	1,388.5 27.0	\$402,582 \$7,818	\$86,595 \$1,682	\$489,178 \$9,500			
55	Terrebonne	960.8	\$278,564	\$59,919	\$338,484			
56	Union	129.7	\$37,604	\$8,089	\$45,693			
57	Vermilion	654.0	\$189,615	\$40,786	\$230,401			
58	Vernon	532.1	\$154,260	\$33,181	\$187,441			
59	Washington	314.9	\$91,313	\$19,641	\$110,955			
60	Webster West Peter Peurs	353.5	\$102,492	\$22,046	\$124,539			
61 62	West Baton Rouge West Carroll	370.0 86.0	\$107,260 \$24,934	\$23,072 \$5,363	\$130,332 \$30,297			
63	West Feliciana	195.2	\$24,934 \$56,598	\$5,363 \$12,174	\$30,297 \$68,773			
64	Winn	110.6	\$32,076	\$6,900	\$38,976			
65	City of Monroe	596.7	\$173,008	\$37,214	\$210,222			
66	City of Bogalusa	143.9	\$41,734	\$8,977	\$50,711			
67	Zachary Community	356.5	\$103,361	\$22,233	\$125,594			
68	City of Baker	58.5	\$16,961	\$3,648	\$20,609			
69	Central Community Total City/Parish	305.0 47,069.1	\$88,429 \$13,646,768	\$19,021 \$2,935,420	\$107,450 \$16,582,190			

School Systems and Schools		Differentiated Compensation Allocation				
		Number of Teachers (Obj 112, Functions 1000 - 2200) Final Fall 2023 FTE Staffing Data	Differentiated Compensation Allocation	Retirement Allocation FY2024- 25 Rate	- Total (
	FY2024-25	18	\$289.93 19	21.51%	2	
		FTE Certificated Teacher			C19+	
	July 2024	Count Only	C18 x \$	C19 x %	C19 -	
318	LSU Lab School	100.8	\$29,221	\$6,285		
319 302006	Southern Lab School LA School for Math, Science and the Arts	27.7 36.1	\$8,038 \$10,474	\$1,729 \$2,253		
334001	New Orleans Center for Creative Arts	68.4	\$19,844	\$4,269		
3C1001	Thrive	24.0	\$6,958	\$1,497		
101001	Special School District	70.8	\$20,523	\$4,415		
A02	Office of Juvenile Justice	28.0	\$8,118	\$1,746		
	Total Lab & State Approved Schools	355.9	\$103,176	\$22,193		
321001	New Vision Learning	14.9	\$4,332	\$932		
329001	Glencoe Charter School	35.3	\$10,225	\$2,199		
331001	International School of LA	95.8	\$27,788	\$5,977		
333001	Avoyelles Public Charter School	43.2	\$12,531	\$2,695		
336001	Delhi Charter School	40.7	\$11,796	\$2,537		
337001	Belle Chasse Academy	68.0	\$19,715	\$4,241		
340001	The MAX Charter School	11.0	\$3,188	\$686		
	Total Legacy Type 2 Charter Schools	309.0	\$89,574	\$19,267		
341001	D'Arbonne Woods	68.7	\$19,905	\$4,281		
343001	Madison Prep	39.9	\$11,567	\$2,488		
344001	Int'l High School of N. O.	27.0	\$7,828	\$1,684		
345001	University View Academy	216.6	\$62,791	\$13,506		
346001	Lake Charles Charter Academy	64.3 74.0	\$18,645	\$4,011		
347001 348001	Lycee Francois de la Nouvelle Orleans New Orleans Military/Maritime Acdmy	74.0	\$21,455 \$21,484	\$4,615 \$4,621		
3C5001	St Landry Charter School	19.0	\$5,509	\$1,185		
W18001	Noble Minds Institute	9.0	\$2,609	\$561		
W1A001	JCFA - East	14.9	\$4,315	\$928		
W1B001	Advantage Charter Academy	36.4	\$10,546	\$2,268		
W1D001	JCFA - Lafayette	3.0	\$870	\$187		
W2B001	Willow Charter Academy	37.7	\$10,931	\$2,351		
W33001	Lincoln Prep School	60.2	\$17,465	\$3,757		
W3B001	Iberville Charter Academy	44.1	\$12,777	\$2,748		
W4A001	Delta Charter School	30.1	\$8,730	\$1,878		
W4B001 W5B001	Lake Charles College Prep Northeast Claiborne Charter	34.2 6.0	\$9,903 \$1,740	\$2,130 \$374		
	Acadiana Renaissance	167.1	\$48,434	\$10,418		
	Louisiana Key Academy	53.0	\$15,366	\$3,305		
	Lafayette Renaissance	95.5	\$27,702	\$5,959		
W8A001	Impact Charter	42.0	\$12,177	\$2,619		
	Louisiana Virtual Charter Academy	90.3	\$26,176	\$5,630		
WAK001	Southwest LA Charter School	56.7	\$16,451	\$3,539		
WAL001	· · ·	21.0	\$6,089	\$1,310		
	GEO Prep Academy	57.4	\$16,654	\$3,582		
WBQ001	New Harmony High School	29.2	\$8,478	\$1,824		
	Athlos Academy	70.0	\$20,295	\$4,365 \$1,631		
WBX001 WJ5001	GEO Next Generation HS	26.0 43.0	\$7,538 \$12.467	\$1,621 \$2,692		
	Collegiate Academy (EBR) GEO Prep Mid-City of Greater B. R.	43.0 45.0	\$12,467 \$13,047	\$2,682 \$2,806		
		43.0	\$1,362	\$2,800		
	Louisiana Key Academy Northshore	26.9	\$7,798	\$1,677		
WZP001	Discovery Ochsner BR	14.0	\$4,059	\$873		
WZQ001	Kenilworth Middle	59.0	\$17,106	\$3,679		
WZT001	LaKey Caddo	10.0	\$2,899	\$624		
WZU001	Rebirth Blended Learning Academy (NEW)	13.0	\$3,769	\$811	\$	
	ACE (NEW)	5.0	\$1,450	\$312	\$	
WZW001	Vermilion Charter (NEW)	36.0	\$10,438	\$2,245	\$	
	Total New Type 2 Charter Schools	1,823.965	\$528,823	\$113,750		
396211	Linwood Public Charter (RSD Operated)	55.4	\$16,056	\$3,454		
WZV001	Prescott Academy (New)*	26.1	\$7,559	\$1,626		
WAO001	Redesign Dalton Charter School	15.0	\$4,349	\$935		
WAP001	Redesign Lanier Charter School	20.0	\$5,799	\$1,247		
	Total RSD/Type 5 Charters	116.5	\$33,763	\$7,262		
	Total Statewide	49,674.3	\$ 14,402,104	\$ 3,097,893	\$ 17	

School Systems and Schools		Differentiated Compensation Allocation					
		Number of Teachers (Obj 112, Functions 1000 - 2200) Final Fall 2023 FTE Staffing Data	Differentiated Compensation Allocation	Retirement Allocation FY2024- 25 Rate	- Total Cost		
	FY2024-25	18	19	20	21		
	July 2024	FTE Certificated Teacher Count Only	C18 x \$	C19 x %	C19 + C20		
36	Orleans Direct Run	175.0	\$50,746	\$10,915	\$61,661		
W31001	Dr. Martin Luther King Jr Charter	57.5	\$16,671	\$3,586	\$20,257		
W62001 W66001	LB Landry-OP Walker Martin Behrman	31.5 34.5	\$9,133 \$10,003	\$1,964 \$2,152	\$11,097 \$12,154		
W71001	Sophie B. Wright Learning Acdmy	29.9	\$8,683	\$1,868	\$10,550		
W81001	KIPP McDonogh 15 Sch. for Creative Arts	77.0	\$22,325	\$4,802	\$27,127		
W82001	KIPP Believe College Prep	57.0	\$16,526	\$3,555	\$20,081		
W84001 W85001	KIPP Renaissance High KIPP N.O. Leadership Acdmy	49.0 70.0	\$14,207 \$20,295	\$3,056 \$4,365	\$17,262 \$24,661		
W86001	KIPP East	77.0	\$22,325	\$4,802	\$27,127		
W87001	KIPP Booker T. Washington High School	40.0	\$11,597	\$2,495	\$14,092		
W91001	Samuel J_Green Charter School	42.8	\$12,406	\$2,669	\$15,075		
W92001 W94001	Arthur Ashe Charter School Phillis Wheatley Community School	62.0 55.8	\$17,976 \$16,176	\$3,867 \$3,479	\$21,842 \$19,655		
W95001	Langston Hughes Charter Academy	59.6	\$17,275	\$3,716	\$20,990		
WAA001	Morris Jeff Community School	110.0	\$31,892	\$6,860	\$38,752		
	Fannie C. Williams Charter School	31.0	\$8,988	\$1,933	\$10,921		
	Harriet Tubman Charter School	80.0	\$23,194	\$4,989	\$28,184		
	The NET Charter School Paul Habans Elem	9.2 75.0	\$2,657 \$21,745	\$572 \$4,677	\$3,229 \$26,422		
-	Audubon Charter School	65.0	\$18,845	\$4,054	\$22,899		
WBA001	Einstein Charter @ Village De L'Est	29.0	\$8,408	\$1,809	\$10,217		
WBB001	Benjamin Franklin High School	64.0	\$18,552	\$3,990	\$22,542		
WBC001 WBD001	Alice M. Harte Elementary Charter Edna Karr High School	48.6 79.9	\$14,076 \$23,160	\$3,028 \$4,982	\$17,104 \$28,141		
WBE001	Lusher Charter School	134.4	\$38,961	\$8,380	\$47,341		
	Eleanor McMain Secondary School	62.7	\$18,184	\$3,911	\$22,096		
WBH001	Lake Forest Elementary Charter School	44.0	\$12,757	\$2,744	\$15,501		
WBI001 WBK001	New Orleans Charter Sci. & Math HS Bricolage Academy	44.6 66.0	\$12,942 \$19,135	\$2,784 \$4,116	\$15,725 \$23,251		
WBL001	Wilson Charter School	47.7	\$13,819	\$2,973	\$16,792		
WBM001	Sarah Towles Reed High	28.0	\$8,118	\$1,746	\$9,864		
WBN001	Einstein Middle @ Sarah Towles Reed	18.0	\$5,219	\$1,123	\$6,341		
WBO001 WBP001	Einstein Charter @ Sherwood Forest McDonogh 42 Charter School	26.0 48.8	\$7,538 \$14,154	\$1,621 \$3,045	\$9,160 \$17,199		
WBT001	Audubon Gentilly	31.0	\$8,988	\$1,933	\$10,921		
WBU001	Collegiate Rosenwald	35.0	\$10,148	\$2,183	\$12,330		
WBV001	Dwight D. Eisenhower	45.2	\$13,114	\$2,821	\$15,935		
	McDonogh 35 Senior H. S. Opportunities Academy	65.7	\$19,036	\$4,095	\$23,130		
WC2001 WJ1001	Sci Academy	10.0 48.0	\$2,899 \$13,917	\$624 \$2,993	\$3,523 \$16,910		
WJ2001	G.W. Carver Collegiate Acdmy	53.0	\$15,366	\$3,305	\$18,672		
WJ4001	Livingston Collegiate Academy	44.0	\$12,757	\$2,744	\$15,501		
WL1001	KIPP Central City Primary	73.0	\$21,165	\$4,553	\$25,718		
WU1001 WZ2001	Success Preparatory Academy ReNEW SciTech Acdmy.	39.3 54.0	\$11,391 \$15,656	\$2,450 \$3,368	\$13,841 \$19,024		
WZ3001	ReNEW Delores T. Aaron Elem	56.0	\$16,236	\$3,492	\$19,728		
WZ6001	ReNEW Schaumburg Elem	58.0	\$16,816	\$3,617	\$20,433		
WZ9001	The NET 2 Charter School	9.1	\$2,637	\$567	\$3,204		
WZA001 WZB001	Accelerated High, City Park Warren Easton Charter High School	11.9 75.5	\$3,449 \$21,895	\$742 \$4,710	\$4,191 \$26,604		
WZC001	Edward Hynes Charter School - Lakeview	49.3	\$14,303	\$3,077	\$17,380		
WZD001	Edward Hynes Charter School - UNO	32.3	\$9,358	\$2,013	\$11,370		
WZE001	John F. Kennedy High School	50.0	\$14,497	\$3,118	\$17,615		
WZG001 WZI001	Foundation Preparatory Academy Esperanza Charter School	16.3 32.0	\$4,735 \$9,266	\$1,018 \$1,993	\$5,753 \$11,259		
WZJ001	Hynes Parkview	32.3	\$9,374	\$2,016	\$11,391		
	Homer Plessy Community School	63.0	\$18,258	\$3,927	\$22,185		
WZL001	YACS at Lawrence D. Crocker	32.0	\$9,278	\$1,996	\$11,273		
WZM001 WZS001	Rooted School Mildred Osborne Charter School	11.0 60.0	\$3,189 \$17,396	\$686 \$3,742	\$3,875 \$21,138		
TBD	Robert Russa Moton Charter School (new)	25.0	\$7,248	\$1,559	\$8,807		
	Placeholder for closed schools	44.3	\$12,854	\$2,765	\$15,619		
	Total Orleans Parish	3,186.7	\$ 923,912	\$ 198,734	\$ 1,122,646		