Local Accountability Bonus

PURPOSE
The CMS Local Accountability Bonus Program was designed to focus school staff on the accomplishment of student achievement goals representing every segment of the student population.

ELIGIBLE EMPLOYEES
- Employees who are assigned to a single school location for a minimum of 20 hours per week.
- Itinerant staff – positions that are assigned to several school locations.
- Retired/terminated employees.
- Employees who work at more than one eligible location during the school year.

INELIGIBLE EMPLOYEES
- Employees who have documented unsatisfactory performance.
- Certified and non-certified personnel who are not regularly assigned to one school location for a minimum of 20 hours per week.
- Certified and non-certified personnel assigned to locations other than schools, such as: Homebound, Nature Museum, Discovery Place, McLeod Center, and Transitional Teachers (may not be all inclusive).
- Non-permanent substitute employees.
- Employees who were on unpaid leave or disability, other than military or FMLA.
- Employees assigned to the following locations: Education Center, Media Services, Professional Development, Maintenance, Security, Transportation, and Storage and Distribution (may not be all inclusive).

AWARD AMOUNT CRITERIA
Award amounts are determined on the number of eligible schools/employees and are pro-rated based on the percentage of an employee’s assignment and employment term at that school site. The high academic change or expected growth of all applicable student subgroups is a different measure than the composite State ABC for the whole school.

Tier 1: A school made AYP in all subgroups and achieved high academic change or expected growth with all applicable student subgroups.

Tier 2: A school made AYP in all subgroups, but did not achieve high academic change or expected growth with all applicable student subgroups.

Or, a school made high academic growth or expected growth with all applicable student subgroups, but did not make AYP.

BONUS PAYMENTS FOR ITINERANT STAFF
Itinerant employees are eligible for a bonus percentage from each school location that achieves its goals.

DISTRIBUTION DATE
Historically payment follows the State ABC Bonus and reflects achievement levels from the previous school year.

PLEASE NOTE: Bonus program criteria and eligibility requirements are subject to revision pending annual legislative and budgetary determinations.