

Caddo Teacher Incentive Plan 2024-2025

Stipend	Amount	Description	To be Paid
New Teacher Signing Bonus	\$1,000	All newly hired teachers.	Teacher's first paycheck
24-25 Target Caddo Gains Schools			
Target School Caddo Gains Incentive	\$1,250 maximum for all qualifying Certified staff \$500 maximum for all qualifying Classified staff	ELEMENTARY: Atkins, Bethune/Oak Park, Caddo Heights, Cherokee Park, Creswell, J. S. Clark, Midway, Pine Grove, Queensborough, Southern Hills, Westwood	Upon completion of all LDOE/CPSB evaluation components and all qualifying criteria
		K-8: Broadmoor Elementary/Middle, North Caddo Elementary/Middle, Turner Elementary/Middle	
		MIDDLE: CMCTS, Northside, Ridgewood HIGH: BTW, Green Oaks, North Caddo, Southwood, Woodlawn Eligibility for this incentive applies to targeted schools listed above that further qualify as a Target Caddo Gains School. The school-based staff (Certified and Classified) at these qualifying schools who meet requirements established by the Superintendent must have one location code. Each school-based Certified employee who is rated Highly Effective or Effective Proficient in LEADS will be eligible to receive this stipend. Each school-based Classified staff with an overall rating of Meeting Expectations or Higher will be eligible. Employees who meet one of the evaluation expectations will receive half of the stipend.	
Teacher Demand Incentive	\$1,000 per class period or section (maximum of 6 periods) or \$2,000 per block class (maximum of 3 blocks)	A teacher certified (excluding TATs) in the applicable math area and serving as the teacher of record for grades 6-8 math, Math Essentials (9th grade), Intensive Algebra (9th grade), Algebra I, or Geometry who is rated Highly Effective or Effective Proficient in LEADS will be eligible.	Upon completion of all LDOE/CPSB evaluation components and all qualifying criteria
National Board Certified Teachers, Counselors, School Psychologists, Speech Therapists, School Social Workers Incentive	\$1,000 for Speech Therapists, School Psychologists, and School Social Workers; \$6,000 for Teachers and Counselors	Individuals who are National Board Certified in their service area are eligible.	Paid Monthly
Highly Effective or Effective Proficient Incentive	\$250	Instructional personnel who are rated Highly Effective or Effective Proficient in LEADS will be eligible.	Upon completion of all LDOE/CPSB evaluation components and all qualifying criteria
One-Time Differentiated Compensation for Critical Shortage Areas	*Amount will be determined based on available funds. Inclusion teachers - teachers teaching less than 3 sections of qualifying subject - Self-Contained Special Education teachers - teachers teaching 3 or more sections of qualifying subject	Secondary Mathematics (6-12) teaching HS Math and not already receiving the Teacher Demand Incentive; Secondary Science (6-12); Special Education (K-12) - This does not include Gifted and Talented teachers, Credit Recovery teachers or teachers practicing on a TAT Certificate.	Upon completion of all LDOE/CPSB evaluation components Teacher must have an overall rating of Highly Effective or Effective Proficient to be eligible

*Caddo Gains Incentive Plan and One-Time Differentiated Compensation restricted to allocated funds for the current fiscal year.

*Teachers practicing on a TAT certificate are not eligible for Teacher Demand Incentive or Differentiated Compensation.



Levi G. Woolf
Approved 7/29/2024