**Differentiated Compensation: State Allocation**

**Audubon Schools Distribution Plan**

[Guidance](https://www.louisianabelieves.com/docs/default-source/district-support/differentiated-compensation-allocation-and-guidance-fy-2023-24.pdf?sfvrsn=c73e6018_4) published by the Louisiana Department of Education (LDE) regarding the $24.9M statewide allocation made by the Louisiana Legislature in 2023 for Differentiated Compensation states:

*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;*
* *Stipends for teacher leadership positions.*

The F.A.M.E. Board approves a distribution plan to use the funds to provide stipends for teacher leadership positions, including but not limited to: instructional coach, grade-level chair, department chair (including EL and specialized program lead), mentor teacher, Distinguished Educator, and other comparable stipends.

Note: Funds are allocated to each LEA and total $46,878 network-wide.

**Certificated and Support Staff Compensation: State Allocation**

**Audubon Schools Distribution Plan**

[Guidance](https://www.louisianabelieves.com/docs/default-source/district-support/certificated-support-staff-stipends-guidance-and-allocation-for-fy2023-24.pdf?sfvrsn=a4296018_2) published by the Louisiana Department of Education (LDE) regarding the statewide allocation made by the Louisiana Legislature in 2023 for Certificated and Support Staff Compensation states:

*The legislative intent is that staff receive the stipend amount in alignment with the positions utilized to allocate the funds. … Certificated and support staff should be provided the stipends in the exact amount of $2,000 for certificated and $1,000 for support staff.*

As such, the F.A.M.E. Board of Directors approves a distribution plan to use the funds to provide:

* $1,000 stipends for school personnel in roles listed in the guidance document as generating a $1,000 allocation
* $2,000 stipends for school personnel in roles listed in the guidance document as generating a $2,000 allocation
* Additional remaining funds of TRSL Retirement allocation to be distributed in alignment with percentage of $2000/$1000 to Audubon Gentilly staff who are not part of TRSL.

The exact Object and Function codes may be found in the guidance document linked above.

All funds will be distributed via one-time payments on 10/31/23.

Note: Funds are allocated to each LEA and total $300,373 network-wide.