



Certificated and Support Staff Stipends 2023-2024 SY

Purpose

Guidance published by the Louisiana Department of Education (LDE) regarding the statewide allocation made by the Louisiana Legislature in 2023 for Certificated and Support Staff to receive a stipend in roles listed in the guidance document.

- *\$1,000 stipends for school personnel*
- *\$2,000 stipends for school personnel*

Procedure

Positions that traditionally require a teaching or school leadership certificate, are known as certificated personnel and are counted in the data used in the certificated stipend allocation. The eligible position titles and associated object/function codes include:

Certificated Staff Stipend

- Teachers (function codes 1000-2200s, object code 112)
- Therapists/Specialists/Counselors (function codes 1000- 2200s, object code 113)
- School Site-based Principals, Assistant Principals, and Other School Administrators (function code 2400s, object code 111)
- Central Office Certificated Administrators (function codes 1000-2200s & 2324, 2831, and 2832 (excluding 2130s), object code 111)
- School Nurses (function code 2134, object code 118)
- Sabbaticals (function codes 1000-2200s, and 2400s, object code 140)

School-level positions that do not require a teaching or school leadership certificate are eligible to be counted in the data used in the support stipend allocation. The eligible position titles and associated object/function codes include:

Support/Non-Certificated Staff Stipends

- Aides (function codes 1000-4900s, object code 115)
- Support Supervisors (function codes 2130s, 2300s (excluding 2311, 2321, and 2324) and 2500-4900s (excluding 2831 and 2832), object code 111)
- Clerical/Secretarial (function codes 1000-4900s, object code 114)



- Service Workers (function codes 1000-4900s, object code 116)
- Skilled Craftsmen (function codes 1000-4900s, object code 117)
- Degreed Professionals (function codes 1000-4900s, (excluding 2134s) object code 118)
- Other Personnel (function codes 1000-4900s, object codes 100, 110 and 119)

Payment Timeline

Certificated and Support staff compensation stipends are tax deductible and 401K payroll deductions. Stipends will be paid in two installments through payroll as a separate check as follows:

Certificated and Support staff hired on or before October 1, 2023, will be paid half of the stipend on Friday, November 17, 2023.

Certificated and Support staff hired on or before February 1, 2024, will be paid half of the stipend on Friday, April 19, 2024.

Certificated and Support staff must be actively employed with IHSNO when stipends are paid.

Approval



Differentiated Compensation Allocation 2023-2024 SY

Purpose

Guidance published by the Louisiana Department of Education (LDE) regarding the statewide allocation made by the Louisiana Legislature in 2023 for Differentiated Compensation. The differentiated compensation distribution plan allows for funds to be used in any portion appropriate to address recruitment and retention needs, in any of the following four categories:

- Teachers in critical shortage areas as determined by the Board of Elementary and Secondary Education (BESE)
- Highly effective teachers
- Teachers working in high need schools defined as those with Economically Disadvantaged rate of 85% or higher
- Teacher leadership positions

Procedure

Teachers who qualify in any of the four eligible categories will receive a stipend as follows:

- Teachers in the following critical shortage areas - Mathematics, Science and Special Education are eligible to receive a one time stipend of **\$200.00**.
- Teachers who received a highly effective rating in 2023 VAM scores are eligible to receive a one time stipend of **\$300.00**.
- All teachers are eligible to receive a one time stipend amount of **\$200.00** for being employed in a high need school.
- Teachers in a full-time leadership position are eligible to receive a one time stipend of **\$100.00**



Payment Timeline

Differentiated compensation stipends are tax deductible and 401K payroll deductions. Stipends will be paid in two installments through payroll as a separate check as follows:

Eligible teachers hired on or before October 1, 2023, will be paid half of the stipend on Friday, November 17, 2023.

Eligible teachers hired on or before February 1, 2024, will be paid half of the stipend on Friday, April 19, 2024.

Teachers must be actively employed with IHSNO when stipends are paid.

Approval