

Professional Enhancement Update Tier I and Tier II Payments

As part of the school's revised Compensation System approved by the Board last year, Reach implemented a Professional Enhancement program to incentivize staff to obtain job-related certifications, Instructional II certifications and advanced degrees. These incentives are separated into two distinct tiers:

- Tier I stipends to be paid to eligible staff who earn an additional job-related certification.
- Tier II pay increase to be paid to eligible staff who earn an additional or advanced job-related degree.

The following table provides a summary of the Tier I and Tier II incentives under Professional Enhancement for 10-month staff for the period February 1, 2023, through August 15, 2023.

Incentive Type	Incentive Amount	# of Staff	Total Amount
Tier I - Additional Certification	\$1,000 Stipend	5	\$5,000
Tier I - Additional Certification	\$1,500 Stipend	3	\$4,500
Tier II - Level II Certification	\$1,000 Pay Increase	23	\$23,000
Tier II - Earned Master's Degree	\$1,500 Pay Increase	4	\$6,000
Tier II - Earned Doctorate	\$2,500 Pay Increase	0	\$0
Total		35	\$38,500