

Paraprofessional Top Performing/High Growth Eligibility Rules

Paraprofessional eligibility is listed below.

- For the 2016-17 school year, a Top Performing High Growth school is defined as a school that is Blue or Green on the Overall Indicator or the Growth Indicator on the School Performance Framework.
- The employee must have been in a paraprofessional role in a TP/HG school as of March 1st and remained in a paraprofessional role in a TP/HG school until the end of the school year. (defined as May 31st.)
- The employee must have been assigned to a designated Top Performing/High Growth school as of March 1st of the previous school year to be eligible.
- The employee must have finished the school year (May 31st) at the same Top Performing/High Growth school they were at as of March 1st.
- The employee must have been in an AB, AH, AR, AV, LP, LR, LF, or LV status at some point between March 1st and the end of the school year (May 31st).

Payout Eligibility is as follows.

- Payout is made as a lump sum bonus, and the amount will vary based on total budget for the incentive and the number of eligible paraprofessionals receiving the incentive, prorated to the FTE at the time of service at the designated Top Performing/High Growth school.
- Payments will be prorated by FTE and the maximum payment is 1 FTE.
- The employee must be in a paraprofessional role and have a status of AB, AH, AR, AV, LP, LR, LF, or LV by November 15th of the payment year (November 15th, 2017, for the 16-17 bonuses).
- If an employee is on an unpaid leave after earning Top Performing/High Growth and then re-enters payroll as an active paraprofessional before September 30th of the previous year following the payment year, they are eligible to receive this incentive. It is the employee's responsibility to let DFP or DPS HR (via Connect_HumanResources@dpsk12.org) know when they have returned to a payable status. Eligibility will be reviewed upon this notification and payout eligibility will be communicated to the employee shortly after.

November 2017 1.0 FTE Payout Amount: \$225.00