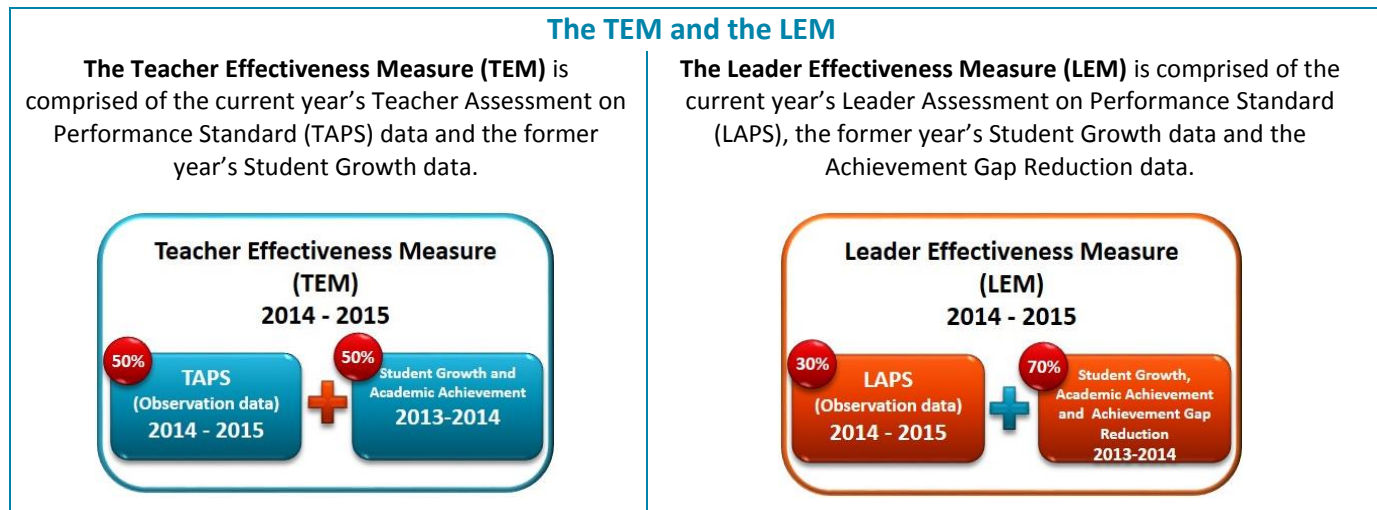


Interoffice Memo
RT3 Merit Pay for Teachers and School Administrators
Payable by August 31, 2015

To: APS Teachers and Administrators
CC: Associate Superintendents
From: The Office of Human Resources
Date: August 1, 2014
Re: RT3 Merit Pay for Teachers and School Administrators

This is not to be confused with recent communication concerning district wide salary increases. As mandated by the Georgia Race to the Top (RT3) Scope of Work, school districts are required to provide one-time payments to teachers and administrators based on performance and tied to student achievement. As a result, Atlanta Public Schools has set aside \$1,565,000 of RT3 funds for merit pay to disperse to qualifying teachers and administrators.

In order to be eligible for merit pay, teachers and administrators must have been evaluated in the Atlanta Public School System under the Teacher Keys Effectiveness System (TKES) or the Leader Keys Effectiveness System (LKES). Tier 1 and Tier 3 recipients must receive a TEM or LEM in order to be eligible, while Tier 2 recipients will be based on overall Teacher Assessment on Performance Standards (TAPS). Please look at chart below to better understand TEM and LEM calculations.



Payment

This compensation will take the form of a one-time payment, **payable by August 31, 2015.**

Merit Pay will be expended in three disbursements, Tier 1, Tier 2, and Tier 3.

Tier 1 Disbursement:

- Teachers, whose TEM ranks in the highest 10% of teachers in the district, will receive a \$2,500 one-time payment.
- School Administrators, whose LEM ranks in the highest 10% of school administrators in the district, will receive a \$2,300 one-time payment.

Tier 2 Disbursement:

As some of our teachers that fall under TKES will not have a TEM (Examples include: certain special education classes – MOID, SID, PID, Autism, Resource; Highly Transient Classrooms; etc.), we plan to award a \$2,500 stipend to them if they score "Exemplary" on their **Teacher Assessment on Performance Standards (TAPS)** rating during the 2014-2015 school year.

Tier 3 Disbursement:

Any remaining funds left over from Tier 1 & Tier 2 will be evenly distributed in an amount no less than \$1,000 to the next grouping of highest scoring teachers, based on their TEM score, who fall between 10.01% up to a maximum of 30%, of the qualifying teaching workforce. Tier 3 disbursements shall be less than the award amount for Tier 1 and Tier 2. Tier 1 and Tier 2 Recipients are not eligible in Tier 3.

This is the first of many communications that will keep you informed on the RT3 Merit Pay Initiative. Please visit our [HR webpage](#) for up to date communications, FAQ's, and dates to attend informational sessions. If you have questions, please email us at: rt3meritpay@atlanta.k12.ga.us.