

Terms of Superintendent Incentive Bonus 2019-20

Section II(1)(B) of the Superintendent Employment Contract (“Employment Contract”) authorizes the Rockdale County Board of Education (“Board”) to give Dr. Terry O. Oatts, Superintendent (“Superintendent”), a discretionary incentive bonus each contract year for outstanding effort and/or for going above-and-beyond. ***The Board, at its sole discretion, shall determine if the superintendent gets an incentive bonus and what percentage of the incentive bonus, if any, the Superintendent may earn during a contract year.*** The maximum allowable incentive bonus is five percent (5%) of the contracted base salary of the Superintendent.

The parties shall negotiate in good faith to create the terms of the incentive bonus program; however, the incentive bonus program shall incorporate the Superintendent’s evaluation and duties and the goals and objectives of the Board. ***If the parties cannot agree upon the terms of the incentive bonus program, then the Superintendent shall not be entitled to any incentive bonus.***

In the event the Superintendent’s contract is terminated by the Board as set forth in the Section IV(3) of the Employment Contract, the Superintendent shall not be entitled to any incentive bonus after the date of termination or resignation. ***The Superintendent acknowledges that the mutual agreement of incentive bonus terms does not guarantee or entitle the Superintendent to receive an incentive bonus for a contract year.*** The Board has the sole discretion not to award an incentive bonus.

For the 2019-20 contract year, the parties mutually agree on the following incentive bonus terms:

1. The Board, in its sole discretion, must determine that the Superintendent has fulfilled his duties and responsibilities as explicitly indicated in Section I(4) of his Employment Contract.
2. The Superintendent must obtain an aggregate rating of Proficient on both evaluations for the contract year he is seeking an incentive bonus.
3. The Superintendent must establish with supporting evidence that he is making affirmative progress toward achieving the following Board Goals (or as amended) during the contract year the Superintendent is seeking an incentive bonus:
 - a. Increase Achievement for All Students and Close the Achievement Gap;

Acceptable Evidence May Include¹

- i. Increase CCRPI for Rockdale County Public Schools
- ii. Increase year-over-year score on “closing the gap” rating
- iii. Increase year-over-year graduation rate
- iv. Increase year-over-year ACT/SAT scores

¹ The parties acknowledge that the Superintendent does not have to show successful completion of all the items listed in (3)(a) in a contract year to be eligible for an incentive bonus. The parties also acknowledge that this is not an exhaustive list of acceptable evidence. The Board may request additional evidence and the Superintendent may submit additional evidence not listed.

- v. Increase year-over-year Pathway completion
- vi. Increase year-over-year Lexile/Reading levels and/or scores
- vii. Increase year-over-year student enrollment in dual enrollment classes (for college credit)
- viii. Increase year-over-year student enrollment in the work base learning (WBL) program
- ix. Increase year-over-year student enrollment in the career, technical and agricultural education (CTAE) program
- x. Increase course offerings in the CTAE program, if authorized by applicable law and regulation
- xi. Investigate and implement age appropriate personal financial classes, if authorized by applicable law and regulation

b. Provide Prudent Stewardship of District Resources to Best Support Student Success;

Acceptable Evidence May Include²

- i. If financially prudent, increase fund balance
- ii. Examine and recommend a millage rate that balances the financial needs of Rockdale County Public Schools with the tax burden placed on the taxpayers of Rockdale County
- iii. If financially prudent, identify and recommend specific departmental and other cost saving proposals to offset the budget request for fiscal year 2021
- iv. Direct and complete a comprehensive salary study to determine the competitiveness of employee salaries
- v. Ensure a zero financial audit finding

c. Foster a Safe and Orderly Learning Environment;

Acceptable Evidence May Include³

- i. Supervise the successful completion of the new J.H. House Elementary School, and the project is completed on time and on or under budget
- ii. Supervise the successful completion of the renovated and relocated Central Office, and the project is completed on time and on or under budget
- iii. Supervise the successful relocation of Open Campus, and the project is completed on time and on or under budget
- iv. Finalize the implementation of the Georgia Military College (Rockdale Campus) on property owned by the Board

² The parties acknowledge that the Superintendent does not have to show successful completion of all the items listed in (3)(b) in a contract year to be eligible for an incentive bonus. The parties also acknowledge that this is not an exhaustive list of acceptable evidence. The Board may request additional evidence and the Superintendent may submit additional evidence not listed.

³ The parties acknowledge that the Superintendent does not have to show successful completion of all the items listed in (3)(c) in a contract year to be eligible for an incentive bonus. The parties also acknowledge that this is not an exhaustive list of acceptable evidence. The Board may request additional evidence and the Superintendent may submit additional evidence not listed.

- v. Effectively prioritize and complete ESPLOST V projects
- vi. Investigate the feasibility of expanding the social emotional learning (SEL) program, and if feasible, expand the program
- vii. Investigate the feasibility of installing cameras in classrooms and other strategic places in district buildings, and if feasible, work toward installing cameras

d. Foster Effective Communication and Stakeholder Engagement;

Acceptable Evidence May Include⁴

- i. Timely submit a Superintendent's Weekly Board Brief
- ii. As necessary, conduct Superintendent and Board Small Group Meetings
- iii. If feasible, expand Superintendent Advisory Committees
- iv. Investigate and determine whether students, parents, and stakeholders would benefit from a quarterly or biannual Superintendent Public Forum
- v. Investigate and implement a strategy to increase parental awareness of opportunities afford students in Rockdale County Public Schools

e. Manage the Change Process through Innovative Programs and Practices;

Acceptable Evidence May Include⁵

- i. Investigate the feasibility of new Pathways courses that meet student interest, and if authorized by law and it is financially feasible, implement the Pathway courses
- ii. Investigate the feasibility of new post-graduation certification programs that meet student interest, and if authorized by law and it is financially feasible, implement the certification program
- iii. Investigate the feasibility of additional dual language courses, and if authorized by law and it is financially feasible, implement the additional dual language courses
- iv. Investigate the feasibility of adding curriculum that addresses issues related to mental health and stress and wellness, and if authorized by law and it is financially feasible, implement the curriculum
- v. Investigate the feasibility of increasing student access to mental health services, including but not limited to additional social workers, mental health counselors, help hotlines, resource posters and if feasible, implement a program to increase student access to mental health programs

⁴ The parties acknowledge that the Superintendent does not have to show successful completion of all the items listed in (3)(d) in a contract year to be eligible for an incentive bonus. The parties also acknowledge that this is not an exhaustive list of acceptable evidence. The Board may request additional evidence and the Superintendent may submit additional evidence not listed.

⁵ The parties acknowledge that the Superintendent does not have to show successful completion of all the items listed in (3)(e) in a contract year to be eligible for an incentive bonus. The parties also acknowledge that this is not an exhaustive list of acceptable evidence. The Board may request additional evidence and the Superintendent may submit additional evidence not listed.

- vi. Investigate the feasibility of developing an inhouse platform where parents, students, and stakeholders can resale used athletic and fine art equipment and spirit wear
 - vii. Investigate the feasibility of “staff mental health recharge/break stations”, where staff members can go to destress, and if feasible, implement the stations
 - viii. Investigate the feasibility of expanding the employee assistance program (EAP), and if feasible, expand the program
- f. Continue to Implement RCPS Strategic Plan, 2017 through 2022;

Acceptable Evidence May Include⁶

- i. Strategically investigate the organizational structure of Rockdale County Public Schools, and if necessary, implement organizational changes to optimize student and staff support
 - ii. Review the RCPS Strategic Plan 2017 through 2022, and if necessary, make recommendations to create the highest yield on student performance
 - iii. Review Board Policies and if necessary, make recommendations to better align Board Policies with the Rockdale County Public Schools Strategic Waiver, Strategic Plan, and Strategic Priorities
- g. Continue to Implement Procedures to Secure Georgia School Boards Association’s (GSBA) “Exemplary Board” Status and Support the School System’s Governance Structure to Foster High Performance.

⁶ The parties acknowledge that the Superintendent does not have to show successful completion of all the items listed in (3)(f) in a contract year to be eligible for an incentive bonus. The parties also acknowledge that this is not an exhaustive list of acceptable evidence. The Board may request additional evidence and the Superintendent may submit additional evidence not listed.