

2006-2007 Teacher Quality Market Factor Pay Program

2006-2007 teacher quality, market factor pay pursuant to Iowa Code section 284.11 (2007). Teacher quality market factor pay program in fiscal year 2006-2007 was for the purpose of providing salary incentives for recruitment and retention of teachers in subject-area shortages, hard to staff schools, and to improve racial and ethnic diversity. Appropriate uses of the 2006-2007 market factor pay are limited to additional classroom teacher salaries and the amount required to pay the employers' share of the federal social security and the Iowa public employees' retirement system, or a pension and annuity retirement system established under chapter 294, payments on the additional salary. The purposes for which the additional salary can be paid are improvement of salaries due to geographic or locally determined wage differences, recruitment and retention in hard-to-staff schools, recruitment and retention in subject-area shortages, or recruitment and retention to improve the racial or ethnic diversity of the local teaching staff. The 2006-2007 market factor pay is an exception to rule that the district is required to expend the remaining balance within the subsequent 24 months. The district must carry forward any unexpended portion of its market factor pay until it has an appropriate use on which to expend the funding.

2007-2008 Teacher Quality Market Factor Incentive Program

2007-2008 teacher quality, market factor incentive pursuant to section 284.11 in the 2007 Iowa Code Supplement. Teacher quality market factor incentive program in fiscal year 2007-2008 was for the purpose of incentives for recruitment and retention of teachers in subject-area shortages, hard-to-staff schools, or to improve racial and ethnic diversity. Appropriate uses of the 2007-2008 market factor incentive funding include additional classroom teacher salaries and the amount required to pay the employers' share of the federal social security and the Iowa public employees' retirement system, or a pension and annuity retirement system established under chapter 294, payments on the additional salary, costs of educational opportunities and educational support, moving expenses, housing expenses, and costs of preparing a teacher or educational support personnel in the district to attain a license or endorsement in a shortage area. The purposes for which the additional salary can be paid are recruitment and retention in hard-to-staff schools, recruitment and retention in subject-area shortages, or recruitment and retention to improve the racial or ethnic diversity of the local teaching staff. The 2007-2008 market factor incentive funding is an exception to the rule that the district is required to expend the remaining balance within the subsequent 24 months. The district must carry forward any unexpended portion of its market factor incentive funding until it has an appropriate use on which to expend the funding.