



South Carolina Department of Education
Title II, Part A Improving Teacher Quality State Grants
Documentation of Recruitment and/ or Retention Incentives

Fiscal Year	
Local Education Agency	
Title II, Part A LEA Coordinator	

RECRUITMENT AND RETENTION FINANCIAL INCENTIVES

Local education agencies budgeting and expending grant money on recruitment and retention financial incentives must meet the requirements of the statute and non-regulatory guidance. Recipients of recruitment and retention financial incentives are not required to complete any work related to the grant in order to receive these incentives, thus this expenditure is not subject to Federal time and effort documentation requirements, but must be documented in compliance with federal grant and local state guidance.

ALLOWABILITY

ESEA - SEC. 2103. LOCAL USE OF FUNDS.

To realize the equity goals of the ESEA, Title II, Part A funds may be used by LEAs in high-needs schools to:

- Create incentives for effective educators to teach in high-needs schools, and ongoing incentives for such educators to remain and grow in such schools.
- Develop and implement initiatives to assist in recruiting, hiring and retaining effective teachers to improve within-district equity, particularly in districts that are not implementing district wide reforms, such as initiatives targeted to high-needs schools that provide:
 - Differential and incentive pay for educators in high-needs schools, which may include performance-based compensation systems;
 - Differential and incentive pay for teachers in high-need academic subject areas and specialty areas, which may include performance-based compensation systems.

(Excerpt from the Non-Regulatory Guidance for Title II, Part A: Building Systems of Support for Excellent Teaching and Leading, Dated September 27, 2016.)



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Requirement 1: Rationale

This may include specific recruitment/ retention information, preferably over a period of years. Retention of specific teachers should also include documentation that records ‘helping students achieve academic success.’

Requirement 2: Approved Application and Budget

Please attach a printed copy of the approved Title II, Part A application and budget. Include any additional information below.

Requirement 3: Financial Incentive Recipients

Teacher/ Principal Name	Certification ID	School Assignment	Title – Job Assignment (If applicable, include courses taught)

If, districts choose to create and format their own documentation, it must, at a minimum, include 1) approved application and budget, 2) documentation of allowability in the form of law and/ or non-regulatory guidance (ESEA and Title II, Part A Non-Regulatory Guidance), and 3) a note explaining why this expenditure is exempt from Federal time and effort documentation requirements.