



United States Department of the Interior

BUREAU OF INDIAN EDUCATION

Taos Day School
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Taos Day School

Retention Stipend Policy Section

School Year 2024-25

Retention Stipend

A retention stipend of up to \$2000 be offered to returning teachers who are filling high-need academic areas such as Testing Coordinator, Gifted Education Coordinator, and Lead Teacher (Admin Duties) .

Critical and Difficult-to-Fill Positions

The following positions are designated as critical and hard-to-fill positions.

- Special Education Teachers will be offered up to 25% Staffing Differential based on School Need
- Elementary Classroom Teachers in Grades K-8 with endorsements in Gifted and Talented
- Elementary and Middle School Teachers with District Test Coordinator responsibilities.

Requirements:

- Appropriately certified for all high-need academic positions assigned to teach.
- Teachers will show documented evidence of the success of the students they are assigned to teach.
 - **Departmentalized high-need academic area for grades 6-12: Evidence of success will be documentation of 80% (LEA determined amount) of the students meeting or exceeding the “proficient” level on the school-approved benchmark assessments or on an approved independently designed subject exam.**
 - **Self-contained high-need academic areas for grades K-6:** Evidence of success will be documentation of **80% (LEA determined amount) of the students** meeting or exceeding the “proficient” level in two of the three academic areas (Math, Reading, and Science) on the school approved benchmark assessments or on an approved independently designed subject exam.
 - **Special Education:** Evidence of success will be documentation of **80% of the students (LEA determined amount)** meeting and/or exceeding on the school-approved assessment or on an approved independently designed exam.

Recruitment Stipend

A recruitment stipend of \$2000 will be offered to new teachers filling critical and high-need academic teaching positions. All recruitment stipend payments for SY 24-25 will be paid in two payouts: one on August 20, 2024, and the second payout on May 20, 2025.

Critical and Difficult-to-Fill Positions

The following positions are designated as critical and hard-to-fill positions.

- Elementary Self-Contained Teachers in Grades K-6
- Lead Teacher- Administrative Duties, including coordinating a portion of administrative walkthroughs.
- Special Education (Grades K – 8)

Requirements:

- Appropriately certified for high-need academic positions assigned to teach. Must fulfill all contract obligations.

This policy will be reviewed and evaluated as determined by the LEA's Human Resources.

The department, in collaboration with the recruitment and retention committee, will make changes as deemed necessary. Stipends are at the final discretion of Albuquerque ERC, and the Educational Program Administrator and Bureau of Indian Education Upper Management.