

## Using Title I and Title II Funds for Educator Rewards and Incentives

Under the Every Student Succeeds Act (ESSA), local educational agencies (LEAs) may use Title I, Part A and Title II, Part A funds to provide financial rewards and incentives for eligible teachers and instructional coaches in schools that are Title I-eligible and have been identified for Comprehensive Support and Improvement (CSI), Targeted Support and Improvement (TSI), or Additional Targeted Support and Improvement (ATSI) (ESEA 2015). Financial rewards and incentives should be connected to specific activities and documented in a contract. The reward or incentive should be paid after the specified activities identified in the contract have been completed.

Rewards and incentives can be valuable tools in the effort to address resource inequities and make sure students in schools with the highest needs are matched with high performing educators who have the experience and skills to meet those needs.

FAQs for LEA staff:

	Title I, Part A	Title II, Part A
How much funding can I reserve for these rewards and incentives?	<p>You may reserve up to 5% of your final Title I allocation, including funds transferred into Title I (ESEA 2015).</p> <p>The amount of funds allocated for equitable participation for eligible private school students will not change as a result of this reservation.</p>	<p>You may use any amount of your Title II, Part A funds (ESEA 2015).</p> <p>The amount of funds allocated for equitable participation for private schools will not change as a result of this reservation.</p>
Which educators are eligible?	<p>All <b>teachers</b> serving in a Title I-eligible school identified for CSI, TSI, or ATSI are eligible. <b>Instructional coaches</b> in those same schools are eligible if they have a teaching license and provide professional development.</p>	
How do I budget for this in WISEgrants?	<p>The process is similar to that for other reservations.</p> <p>Enter the amount in the “Financial Incentives” field on the Title I Plan Reservations screen, and budget for incentives and rewards in the personnel section of the budget.</p>	<p>Budget for incentives and rewards in the personnel section of the budget.</p>

	Title I, Part A	Title II, Part A
When can I pay an educator an incentive?	Be sure to follow your LEA’s policy. However, if you pay an incentive at the beginning of the school year, you must not liquidate and claim the incentive pay until after the services have been satisfactorily provided in accordance with the contract (OMB 2014).	
When can I claim reserved funds?	You may submit claims once the services tied to the incentive pay have been rendered (OMB 2014).	
What types of rewards and incentives are allowable?	The law does not specify. * Working with stakeholders can be very helpful when thinking about which rewards and incentives are most likely to increase equitable outcomes for students.	
What happens if my school’s identification changes mid-year?	You have the option to change your rewards and incentives if your identification changes. Decisions should be based on the best interests of schools, teachers, and students. You can make changes to your reservation within the appropriate application in WISEgrants.	

\*The law does not specify which types of financial incentives and rewards are allowable. You might consider the following options:

- Incentives for effective teachers who take on instructional leadership roles within their schools identified as CSI, TSI, and ATSI
- Incentives that attract, support, reward, and retain the most effective teachers at Title I eligible schools identified as CSI, TSI, and ATSI

Additionally, the [“Questions from the Field”](#) brief from the Center on Great Teachers and Leaders at the American Institutes of Research offers additional ideas about teacher leadership and career ladders that may support LEAs in building teacher rewards and incentives that truly impact student achievement.

**References**

*Elementary and Secondary Education Act of 1965 (ESEA), as reauthorized by the Every Student Succeeds Act (ESSA)*. 2015. § 1113(c)(4). Accessed June 20, 2019. <https://legcounsel.house.gov/Comps/Elementary And Secondary Education Act Of 1965.pdf>

US Office of Management and Budget (OMB). 2014. *Uniform Guidance*. § 200.430 (f). Accessed June 20, 2019. <https://www.grants.gov/learn-grants/grant-policies/omb-uniform-guidance-2014.html>