

## Salary Supplement for Math and Science Teachers Pilot Program

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The legislation defines (Section 7.21(a) of Session Law 006-066 (SB 1741):

- Funds shall go to “newly hired” mathematics or science teachers at the middle or high school level.
- three local school administrative units will participate in the pilot program
- local school administrative units shall use salary supplement funds for newly hired teachers at low-performing schools
- salary supplement shall be fifteen thousand dollars (\$15,000)
- paid to “up to” 10 newly hired teachers at the middle or high school level
- teachers must have nonprovisional certification in and are teaching in one or more of the following areas of teacher certification:
  - Middle grades mathematics,
  - Middle grades science,
  - Mathematics (9-12),
  - Science (9-12),
  - Earth science (9-12),
  - Biology (9-12),
  - Physics (9-12), and
  - Chemistry (9-12).
- report to the Joint Legislative Education Oversight Committee on the design of the pilot program *prior to implementation*
- The State Board of Education shall report to the Joint Legislative Education Oversight Committee on the implementation of the pilot program by **January 15, 2007.**

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The State Board will need to make 2 decisions related to the Salary Supplement:

- 1) Select three local school administrative units that are:
    - a) low-performing local school administrative units and
    - b) take geographical diversity into account
  - 2) Define “**newly hired**” teachers
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### Select three local school administrative units

Recommendation:

- Step 1: Select only local education agencies (LEAs) with a low wealth percentage (per the low wealth supplemental funding allotment) of less than 80%. This reduces eligible LEAs from 115 to 37.
- Step 2: Examine the scores on middle school math, Algebra 1, and Biology for the remaining LEAs. Select only the LEAs with a system wide proficiency score on these tests of less than 70%. This reduces eligible LEAs from 37 to 20.
- Step 3: Since the teachers must be placed in a low performing school, select only LEAs with a middle school or high school with a composite score of less than 60%. This reduces eligible LEAs from 20 to 13.
- Step 4: Of the remaining 13 eligible LEAs, identify if selected LEAs can be geographically diverse.
- Step 5: Based on this analysis, we recommend:
- Bertie County Schools
  - Columbus County Schools
  - Rockingham County Schools
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### Define “newly hired” teachers

Recommendation:

Define ***newly hired*** as a teacher that has not reached tenure (less than 4 years of teaching experience).

#### **Remaining to be defined:**

Rule: Only teachers in a low performing school (for this purpose, defined as having a composite score of less than 60%) with 3 or less years of teaching experience.

- What about a teacher coming to the low performing school from another state with more than 3 years of teaching experience – first time in North Carolina?
  - Allow transfers to the low performing school from another school within the LEA?
  - After the school year starts, transfers are not allowed. Resignations require a 30 day notice. Should these policies be modified for this pilot?
  - Allow transfers to the low performing school from another LEA?
  - What if a selected LEA has more than 10 teachers that qualify?
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For Discussion at the September State Board of Education Meeting  
Section 7.21(a) of Session Law 2006-66 (SB 1741)

## **SALARY SUPPLEMENT FOR MATH AND SCIENCE TEACHERS PILOT PROGRAM**

**SECTION 7.21.(a)** Funds in the amount of five hundred fifteen thousand one hundred fifteen dollars (\$515,115) are appropriated in this act for a pilot program providing for a salary supplement for newly hired teachers (as defined by the State Board of Education) of mathematics or science at the middle or high school level. The State Board of Education shall develop the pilot program and select three local school administrative units to participate in the pilot program. In selecting the units, the Board shall target low-performing local school administrative units and take geographical diversity into account. Selected local school administrative units shall use salary supplement funds for newly hired teachers at low-performing schools. Each of the pilot units shall receive funds to provide for a salary supplement of fifteen thousand dollars (\$15,000) to up to 10 newly hired teachers at the middle or high school level who have non-provisional certification in and are teaching in one or more of the following areas of teacher certification:

- (1) Middle grades mathematics,
- (2) Middle grades science,
- (3) Mathematics (9-12),
- (4) Science (9-12),
- (5) Earth science (9-12),
- (6) Biology (9-12),
- (7) Physics (9-12), and
- (8) Chemistry (9-12).

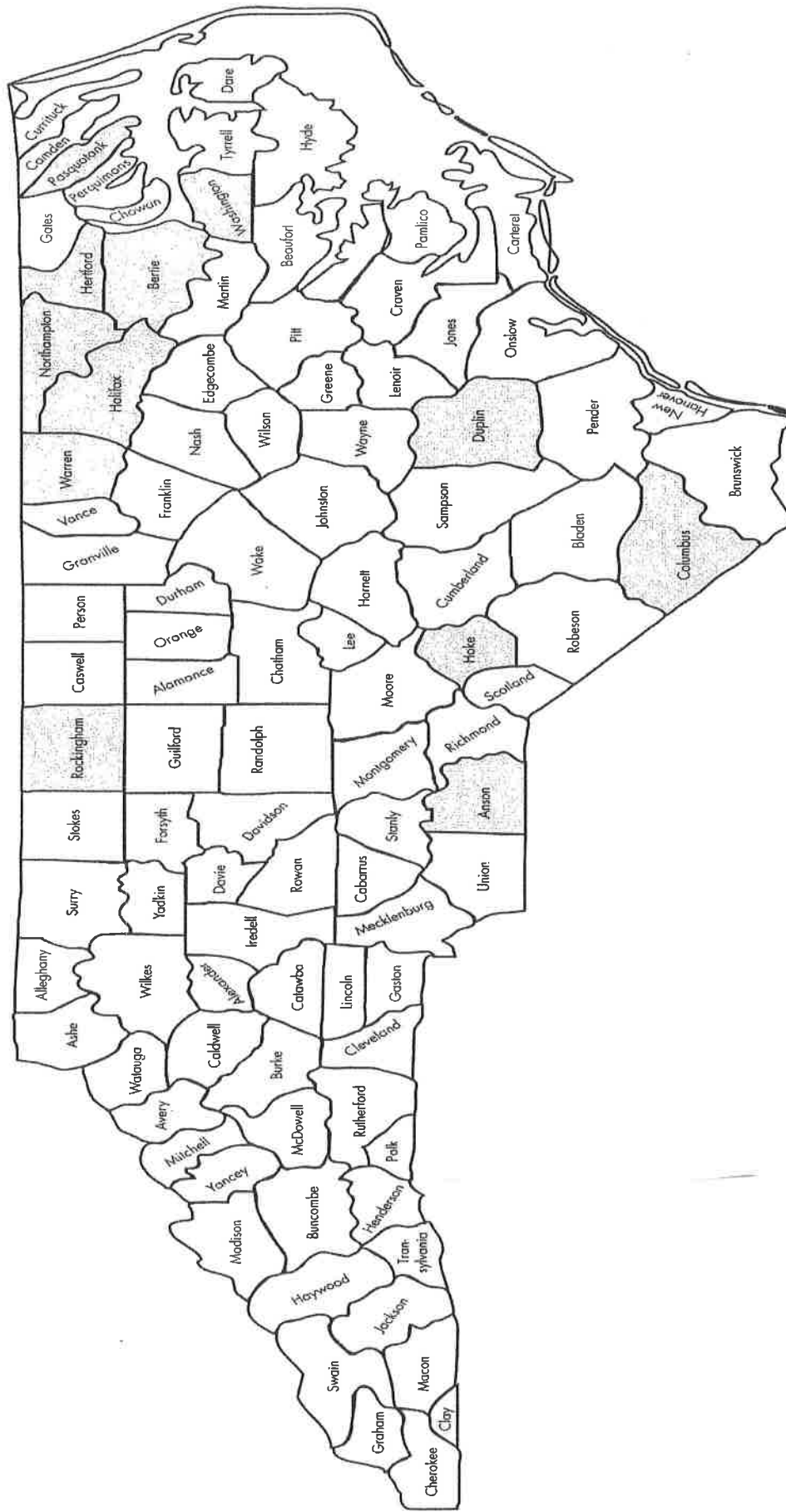
**SECTION 7.21.(b)** In accordance with G.S. 115C-325 and by way of clarification, it shall not constitute a demotion as that term is defined in

G.S. 115C-325(a)(4) if: (1) A teacher who receives a salary supplement pursuant to subsection (a) of this section is reassigned to a school at which there is no such salary supplement; (2) A teacher who receives a salary supplement pursuant to subsection (a) of this section moves to a different local school administrative unit; or (3) A teacher receives a salary supplement pursuant to subsection (a) of this section and the salary supplement is subsequently discontinued or reduced.

**SECTION 7.21.(c)** Funds not needed to pay for salary supplements shall revert to the General Fund.

**SECTION 7.21.(d)** The State Board of Education shall report to the Joint Legislative Education Oversight Committee on the design of the pilot program prior to implementation. The State Board of Education shall report to the Joint Legislative Education Oversight Committee on the implementation of the pilot program by January 15, 2007.

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Region 1 - Northeast  
Bertie County SchoolsRegion 3 - Central  
Rockingham County Schools

## Region 4 -- South Central Columbus County Schools

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Each of the pilot units shall receive funds to provide for a salary supplement of fifteen thousand dollars (\$15,000) to up to 10 newly hired teachers at the middle or high school level who have nonprovisional certification in and are teaching in one or more of the following areas of teacher certification:

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- (8) Chemistry (9-12).

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