



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the Joint Legislative Education Oversight Committee

Report on Alternative Teacher Salary
Plans/Pilot Program (Number of districts
that have submitted plans & monitor
implementations of the business plans)

SL 2007 – 453 HB 966

Date Due: September 15, 2009
Report #74
DPI Chronological Schedule, 2008-2009

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M0709

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2007
SESSION LAW 2007-453
HOUSE BILL 966**

**AN ACT DIRECTING THE STATE BOARD OF EDUCATION TO
ESTABLISH A PILOT PROGRAM AUTHORIZING THE IMPLEMENTATION
OF ALTERNATIVE TEACHER SALARY PLANS.**

The General Assembly of North Carolina enacts:

SECTION 1. The State Board of Education shall establish a pilot program authorizing the implementation of alternative teacher salary plans. The purpose of the pilot program is to enable local school administrative units to develop and implement new and innovative teacher salary plans that will improve student performance by financially rewarding teachers through performance pay plans, recruiting teachers to the school unit, and recruiting teachers to hard-to-fill positions in specific subject areas. The State Board of Education may select up to five local school administrative units to participate in the pilot program.

SECTION 2. Local school administrative units applying to participate in the pilot program shall submit to the State Board of Education a business plan adopted by the local board of education. The business plan shall: (1) Explain in detail how additional flexibility regarding the use of salary funds will be used to accomplish specific improvements in student academic performance; (2) Describe the alternative methods to be used, the changes to existing practices proposed for the pilot, the incentives or alternative salary structure to be deployed, the expectations for teachers and other employees who participate in the pilot, the anticipated results, and the methods by which teachers and other employees will be evaluated; (3) Set out the laws, rules, and policies that must be waived to implement the business plan and the expected outcomes of waiving them; (4) Explain how the plan will be administered in a nondiscriminatory manner to assure fair and equitable treatment of all employees and employee groups participating in the pilot; (5) Include specific implementation, time line, management, performance, and reporting benchmarks; (6) Include statements of how teachers and other stakeholders were included in the development of the plan; and (7) Include a statement of how all teachers who will be directly participating in the plan conducted a verifiable secret ballot vote, a statement that the results of the vote were presented to the planning team and local board of education prior to the local board's consideration of the final plan, and a statement that the majority of teachers in the schools participating in the plan and the school administration team have agreed on the design of the plan.

SECTION 3. The State Board of Education may grant waivers of laws, rules, and policies to pilot units that are necessary to implement the business plans submitted by the pilot units.

SECTION 4. The Department of Public Instruction shall notify all school districts of the availability of the pilot projects and the time lines for submission of the Page 2 Session Law 2007-453 SL2007-0453 business plans. The Department of Public Instruction shall report to the Joint Legislative Education Oversight Committee as to the number of districts that have submitted business plans, the types of waivers being requested, and the status of the selection process.

SECTION 5. The Financial Services Section of the Department of Public Instruction shall monitor the implementation of the business plans by the pilot units and shall report its findings regularly to the State Board of Education and the Joint Legislative Education Oversight Committee.

SECTION 6. The Department of Public Instruction and the State Board of Education shall report to the Joint Legislative Education Oversight Committee by June 30, 2010, regarding the effectiveness and performance of all pilots implemented under this act. The report shall include any recommendations regarding the continuation, modification, or elimination of the pilot program.

SECTION 7. This act is effective when it becomes law. In the General Assembly read three times and ratified this the 1st day of August, 2007.

s/ Beverly E. Perdue
President of the Senate

s/ Joe Hackney
Speaker of the House of Representatives

s/ Michael F. Easley
Governor

Approved 8:34 p.m. this 27th day of August, 2007

Pilot Program of Alternative Teacher Salary Plans

In the 2007 Legislative session, House Bill 966 was passed directing the State Board of Education (SBE) to establish a pilot program of alternative teacher salary plans.

The purpose of this program was to enable local education agencies (LEA) to develop and implement new and innovative teacher salary plans that will improve student performance by financially rewarding teachers through performance pay plans, recruiting teachers to the school unit, and recruiting teachers to hard-to-fill positions in specific subject areas.

Initial Timeline

In September 2007, the Department of Public Instruction notified all local education agencies of the pilot program and communicated the following timeline:

- A letter of intent must be received by November 30, 2007
- Application with a business plan, including all items as outlined in law, must be received by March 31, 2008
- The plans will be presented for discussion to the State Board of Education in May 2008
- The plans will be presented for approval to the State Board of Education in June 2008
- Implementation will be effective July 1, 2008

Letter of Intent

The Department of Public Instruction received a letter of intent from one LEA. Charlotte Mecklenburg Schools (CMS) submitted a letter of intent and requested that the time line be modified to enable them enough time to talk with all stakeholders and to prepare a comprehensive plan.

Revised Timeline

Per this request, the State Board of Education moved the time line one year back:

- Applications with Business Plans must be received by December 31st 2008
- All applications will be presented to the State Board of Education for discussion in May 2009
- All applications will be presented to the State Board of Education for approval in June 2009.
- Implementation will be effective July 1, 2009

Status as of October 2009

LEAs experienced uncertain funding for 2008-09 and 2009-10. CMS has continued to prepare a plan for a merit based supplement. Following is the proposed plan:



Charlotte-Mecklenburg Schools

2009-2010 Incentive Programs

TIF/LEAP Merit Based Supplements

Purpose:

To provide a performance based bonus linked to student achievement and individual performance.

Schools:

Bonuses apply to certified staff in year one, year two, and year three Teacher Incentive Fund (TIF) schools (Billingsville Elementary, Shamrock Gardens Elementary, Martin Luther King, Jr. Middle, Sedgefield Middle, Bishop Spaugh Community Middle, Wilson Middle, Druid Hills Elementary, Highland Renaissance Elementary, J. T. Williams Middle, Reid Park Elementary, E. E. Waddell High, Business and Finance at Garinger HS, International Studies at Garinger, Leadership and Public Service HS at Garinger, Math and Science HS at Garinger, and New Technology HS at Garinger, West Charlotte High, West Mecklenburg High, Berryhill Elementary, and Lincoln Heights Elementary) meeting the criteria described below.

Eligible Employees:

Principals who

- Earn “Accomplished” or above rating on all standards of the *NC School Executive: Principal Evaluation Process* and
- Have facilitated the Student Learning Objective (SLO) design and implementation process

Assistant Principals who

- Earn “Effective” or above rating on the *CMS Assistant Principal Performance Appraisal System* and
- Have facilitated the Student Learning Objective (SLO) design and implementation process

Teachers who

- Are certified, lateral entry, Teach for America, or Visiting International Faculty (VIF) teachers
- Administrators and teachers agree s/he can complete all SLO components
- Earn “At-Standard” or above on all functions of the *TPAI-R Summative Evaluation*
- Are in attendance during 85% of the interval specified on the SLO as verified by the *SLO Attainment document*
- Submit SLO(s) and have the SLO(s) approved by an administrator prior to the deadlines for submission
- Provide data or portfolio materials to demonstrate that 75% students specified in their SLO have achieved or exceeded targeted growth

Employees in the above categories who subsequently have been terminated or have retired

Ineligible Employees:

- Assistant Principal Interns
- Non-certified employees
- Counselors, Social Workers, Speech Pathologists, Student Services Specialists, and Psychologists
- Substitute, interim, temporary employees, and tutors- unless license is current and formal TPAI-R evaluation process is followed

Award Amounts and Criteria:

Position	Criteria	Amount	Total
Principals	SLO Facilitation	\$1000 (1-39 teachers) \$1500 (40-69 teachers) \$2000 (70+ teachers)	Up to \$4000
	School Growth	\$500-\$2000 (>60%)	
Assistant Principals	SLO Facilitation	\$750 (1-39 teachers) \$1125(40-69 teachers) \$1500 (70+ teachers)	Up to \$3500
	School Growth	\$500-\$2000 (>60%)	
Teachers with EOC/EOG Test(s)	SLO Attainment	\$1400/SLO (2 required)	Up to \$5300
	Classroom Growth	\$500-\$2500 (>70%)	
Teachers without EOC/EOG Test(S)	SLO Attainment	\$1400/SLO (2 required, 1 optional in lieu of Team Growth)	Up to \$4200
	Team Growth	\$1400(>70%)	

Appeals Process:

- Staff may request a review of the SLO outcome. A team of 5 individuals will be convened to review the outcome and make a determination regarding upholding or changing the result. The team will be comprised of 3 staff members from the school, one chosen by the teacher requesting the review, one chosen by the Administrator and one chosen jointly by the teacher and Administrator. The other 2 committee members will include a representative from a Learning Community Office and a representative from Human Resources. The TIF/LEAP SLO Specialist will coordinate the representatives from the Learning Community.

Distribution:

- Payouts will be made no later than in the fall of the year following the performance year
- Contingent upon verification of qualifying performance evaluation and SLO growth scores

