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State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

<Pay for Excellence>

<SL 2012-142, sec.7A.10(a)>

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Pay for Excellence

This report provides the following information:

- I. Pay for Excellence legislation and reporting requirement
- II. Federal Race to the Top achievement-based compensation
- III. Detail of Local Education Agency Pay for Performance Plans
- IV. Appendix-Performance Pay Plans

I. Pay for Excellence Legislation and Reporting Requirement

Session Law 2012-142 Section 7A.10(a)

Each local board of education may develop a plan of performance pay for all licensed personnel employed by the local board. Under the performance pay plan, licensed employees should be eligible to receive bonuses or adjustments to base salary for meeting certain performance criteria. Criteria for award of bonuses or adjustments to base salary should include, but are not limited to, the following factors:

- (1) Annual growth in student achievement of students assigned to a teacher's classroom, when applicable.
- (2) Annual growth in student achievement of students assigned to a specific school.
- (3) Assignment of additional academic responsibilities.
- (4) Assignment to a hard-to-staff school.
- (5) Assignment to a hard-to-staff subject area.

Local boards of education who have developed a plan shall submit plans to the State Board of Education no later than March 1, 2013. The State Board of Education shall report on these plans and the achievement-based compensation models developed as part of the federal Race to the Top grant and shall submit the report and all plans to the Fiscal Research Division, the Joint Legislative Commission on Governmental Operations, and the respective Subcommittees on Education Appropriations of the Senate and House of Representatives no later than April 15, 2013. Members of the public may also submit plans for performance pay no later than April 15, 2013, to the Fiscal Research Division, the Joint Legislative Commission on Governmental Operations, and the respective Subcommittees on Education Appropriations of the Senate and House of Representatives.

II. Federal Race to the Top Achievement-Based Compensation

The Race to the Top grant provides significant resources to the 118 schools, which are designated as persistently low-performing schools in the Race to the Top grant. These resources include support from the Department of Public Instruction's District and School Transformation Division North Carolina's, recruitment bonuses and achievement-based bonuses to certified staff whose students achieve higher than expected growth.

The State Board of Education approved the achievement-based bonuses for 2010-11 and 2011-12 based on the ABC growth model and for 2012-13 and 2013-14 based on the State Board of Education-approved growth model (the Education Value-Added Assessment System, or EVAAS)

2010-11 and 2011-12

Eligible personnel in persistently low performing schools could earn a bonus of a maximum of \$1,500, if the school exceeded growth, as determined by results from the ABC growth model.

Eligible Person

An eligible person is a certified employee, who is required to be paid from the NC certified salary schedule, and coded to a persistently low achieving school. An eligible person may only include principal, assistant principal, teacher and student services personnel.

Eligible person must be in pay status for 45 consecutive days during the school year to be eligible for all or part of the incentive. Days on short term or long term disability, workers compensation or leave without pay may not be included in the 45 consecutive days.

Certified personnel, who work more than 45 consecutive days and less than the full 10 month school year, shall be eligible for a pro-rata portion of the incentive.

Part-time personnel are eligible for a pro-rata portion of the compensation incentive. Part-time employees must work at least 20 hours at the school to be eligible for a pro-rata portion.

Substitutes are not eligible. Interim teachers who meet the other eligibility requirements are eligible.

A certified person may be eligible for a maximum of \$1,500.

Retention Requirement

An eligible person who returns to the same persistently low achieving school the following year shall receive 100% of their eligible bonus.

An eligible person who does not return shall receive 50% of their eligible bonus.

**Persistently Low Performing Schools Eligible for a Bonus
2010-11 and 2011-12**

LEA Name	School Name	Exceeded Growth	
		2010 - 2011	2011 - 2012
Alamance-Burlington Schools	Alamance-Burlington Middle College	No	No
Alamance-Burlington Schools	Eastlawn Elementary	No	No
Alamance-Burlington Schools	Haw River Elementary	No	No
Anson County Schools	Anson High School	No	Yes
Anson County Schools	Anson Middle	No	No
Anson County Schools	Morven Elementary	No	Yes
Anson County Schools	Wadesboro Elementary	No	No
Caldwell County Schools	Whitnel Elementary	No	No
Hickory City Schools	Hickory Career & Arts Magnet High School	Yes	No
Columbus County Schools	Boys and Girls Home	No	No
Thomasville City Schools	Thomasville Primary	No	No
Duplin County Schools	Warsaw Elementary	No	No
Durham Public Schools	Eastway Elementary	No	No
Durham Public Schools	Chewning Middle	No	No
Durham Public Schools	Glenn Elementary	No	No
Durham Public Schools	Hillside High	No	Yes
Durham Public Schools	Fayetteville Street Elementary	No	Yes
Durham Public Schools	Lowe's Grove Middle	No	No
Durham Public Schools	Neal Middle	No	No
Durham Public Schools	Southern High	No	Yes
Durham Public Schools	Spring Valley Elementary	Yes	No
Durham Public Schools	W G Pearson Elementary	Yes	No
Durham Public Schools	Y E Smith Elementary	Yes	Yes
Edgecombe County Schools	Coker-Wimberly Elementary	No	No
Edgecombe County Schools	W A Pattillo A+ Elementary School	No	No
Edgecombe County Schools	Princeville Montessori	No	No
Forsyth County Schools	Carver High	No	No
Forsyth County Schools	Cook Elementary	No	No
Forsyth County Schools	Easton Elementary	No	No
Forsyth County Schools	Forest Park Elementary	No	Yes
Forsyth County Schools	Hill Middle	No	No
Forsyth County Schools	Petree Elementary	No	No
Forsyth County Schools	Philo Middle	Yes	No
Forsyth County Schools	Sch Computer Technology Atkins	No	No
Forsyth County Schools	Sch of Biotechnology Atkins High	No	No
Forsyth County Schools	Sch Pre-Engineering Atkins High	No	No
Gaston County Schools	Pleasant Ridge Elementary	Yes	Yes

Exceeded Growth

LEA Name	School Name	2010 - 2011	2011 - 2012
Gaston County Schools	Woodhill Elementary	No	Yes
Greene County Schools	Greene Central High	No	Yes
Greene County Schools	Greene County Middle	No	Yes
Guilford County Schools	T Wingate Andrews High	Yes	Yes
Guilford County Schools	Dudley High	No	No
Guilford County Schools	Fairview Elementary	Yes	No
Guilford County Schools	Julius I Foust Elementary	Yes	No
Guilford County Schools	Oak Hill Elementary	Yes	No
Guilford County Schools	Parkview Village Elementary	No	No
Guilford County Schools	Ben L Smith High	No	Yes
Guilford County Schools	Union Hill Elementary	Yes	Yes
Guilford County Schools	Wiley Elementary	No	No
Halifax County Schools	Aurelian Springs Elementary	No	No
Halifax County Schools	Dawson Elementary	No	No
Halifax County Schools	Enfield Middle	No	No
Halifax County Schools	Everetts Elementary	No	No
Halifax County Schools	Inborden Elementary	No	No
Halifax County Schools	Northwest High	No	Yes
Halifax County Schools	Pittman Elementary	No	No
Halifax County Schools	Scotland Neck Primary	No	No
Halifax County Schools	Southeast Halifax High	No	Yes
Halifax County Schools	William R Davie Middle	No	Yes
Weldon City Schools	Weldon Middle	No	No
Weldon City Schools	Weldon STEM High School	No	No
Hertford County Schools	Hertford County Middle	No	No
Hertford County Schools	Riverview Elementary	No	Yes
Hertford County Schools	Student Development Center	Yes	No
Hoke County Schools	Hawk Eye Elementary	No	No
Hyde County Schools	Mattamuskeet High	No	No
Lenoir County Public Schools	Northeast Elementary	No	No
Lenoir County Public Schools	Rochelle Middle	No	No
Lenoir County Public Schools	Southeast Elementary	No	No
Charlotte-Mecklenburg Schools	Billingsville Elementary	Yes	Yes
Charlotte-Mecklenburg Schools	Druid Hills Elementary	No	No
Charlotte-Mecklenburg Schools	E E Waddell High	No	No
Charlotte-Mecklenburg Schools	Hawthorne High	No	No
Charlotte-Mecklenburg Schools	Martin Luther King Jr Middle	Yes	Yes
Charlotte-Mecklenburg Schools	Bruns Avenue Elementary	No	No

Exceeded Growth

LEA Name	School Name	2010 - 2011	2011 - 2012
Charlotte-Mecklenburg Schools	Pawtuckett Elementary	Yes	No
Charlotte-Mecklenburg Schools	Reid Park Elementary	No	No
Charlotte-Mecklenburg Schools	Sedgefield Elementary	No	Yes
Charlotte-Mecklenburg Schools	Bishop Spaugh Community Middle	No	No
Charlotte-Mecklenburg Schools	Thomasboro Elementary	No	Yes
Charlotte-Mecklenburg Schools	Walter G Byers Elementary	No	No
Charlotte-Mecklenburg Schools	West Charlotte High	No	No
Charlotte-Mecklenburg Schools	West Mecklenburg High	No	Yes
Charlotte-Mecklenburg Schools	J T Williams Middle	No	No
Nash-Rocky Mount Schools	D S Johnson Elementary	No	No
Nash-Rocky Mount Schools	O R Pope Elementary	No	No
Nash-Rocky Mount Schools	Williford Elementary	No	No
New Hanover County Schools	A H Snipes Academy of Arts/Des	No	No
Pasquotank County Schools	P W Moore Elementary	Yes	No
Pitt County Schools	Belvoir Elementary	No	No
Pitt County Schools	North Pitt High	Yes	No
Pitt County Schools	Northwest Elementary	No	Yes
Pitt County Schools	Pactolus Elementary	Yes	Yes
Pitt County Schools	Sadie Saulter Elementary	No	No
Pitt County Schools	Wellcome Middle	No	Yes
Asheboro City Schools	Charles W McCrary Elementary	Yes	No
Richmond County Schools	Mineral Springs Elementary	Yes	No
Robeson County Schools	Fairgrove Middle	No	Yes
Robeson County Schools	Lumberton Junior High	No	No
Robeson County Schools	Magnolia Elementary	No	No
Robeson County Schools	Red Springs Middle	No	No
Robeson County Schools	Southside/Ashpole Elementary	No	No
Robeson County Schools	Townsend Middle	No	Yes
Rockingham County Schools	Draper Elementary	No	No
Rockingham County Schools	Lawsonville Ave Elementary	No	Yes
Rowan-Salisbury Schools	Knox Middle	No	No
Rowan-Salisbury Schools	North Rowan High	No	Yes
Scotland County Schools	SHS-Visual & Performing Arts	Yes	No
Tyrrell County Schools	Columbia High	No	Yes
Union County Public Schools	Rock Rest Elementary	No	Yes
Vance County Schools	L B Yancey Elementary	No	No
Washington County Schools	Pines Elementary	No	Yes
Washington County Schools	Washington County Union	No	No

LEA Name	School Name	Exceeded Growth	
		2010 - 2011	2011 - 2012
Wayne County Public Schools	Dillard Middle	No	No
Wayne County Public Schools	Goldsboro High	No	Yes
Wilson County Schools	Beddingfield High	Yes	Yes
Wilson County Schools	Margaret Hearne Elementary	No	No
Wilson County Schools	Vick Elementary	Yes	No
Total number of schools-exceeded growth		23	35

The total number of personnel who received a bonus for each year and the associated expenditures are as follows:

	2010-11	2011-12
Headcount	1,096	1,990
Expenditures	\$ 1,589,878	\$ 2,971,246

2012-13 and 2013-14

Although the framework of the bonus remains the same for the duration of the Race to the Top grant, in the 2012-13 school year, the growth measure changes from the using the ABC growth model to the Education Value-Added Assessment System (EVAAS).

Beginning with the 2012-13 school year and in accordance with the State's Race to the Top plan, the bonus program adds performance related to an individual teacher.

Bonuses in Schools that Exceed Expected Growth

All eligible certified staff members in a school that receives a value-added school composite in the "Exceeds Expected Growth" range will receive a Race to the Top bonus payment.

In addition, eligible teachers who receive an individual value-added teacher composite in the "Exceeds Expected Growth" range will receive an additional bonus payment,

Total payment to an individual teacher shall not exceed \$2,000.

Individual Bonuses in Schools that do not Exceed Expected Growth

Eligible teachers who receive an individual value-added teacher composite in the "Exceeds Expected Growth" range will receive a bonus payment of no more than \$2,000, even if the school has not exceeded growth.

III. Detail of Local Education Agency Pay for Performance Plans

Local boards of education who have developed a plan shall submit plans to the State Board of Education no later than March 1, 2013.

Data Collection

The North Carolina Department of Public Instruction, Division of School Business requested that all local education agencies (LEAs) respond to an online survey on salary plans for their certified personnel that meet the criteria listed above. This included plans currently in place and plans approved by the local board of education for the future.

Results

Based on the survey responses, the following information was provided:

Local Education Agencies

Currently have no plans	88
LEAs with plans	27
Total LEAs	115

In addition to the plans currently implemented, Gaston County Schools and Onslow County Schools submitted plans that are approved by their local board of education pending funding.

Charlotte Mecklenburg Schools is in the process of developing a performance-based pay plan. A summary of their process is included.

The following pages provide detail of the performance plans currently in place. The information is provided by the criteria listed in the legislation and therefore, one LEA may be listed in multiple places.

Written plans that were submitted are provided in the Appendix.

I. Bonus Pay for Student and School Performance

LEA	Criteria	Number of Schools	Amount
180 Catawba <i>See Plan in Appendix</i>	Based on composite score, AYP, growth and evaluation	All	2% Bonus pay based on school achievement
182 Newton Conover City <i>See Plan in Appendix</i>	performance composite levels or high growth and reduction in achievement gap as measured by AYP OR meets expected growth and 100% AYP and teacher is at proficient on all performance standards	6 Schools	up to 2% of the teachers annual salary
260 Cumberland <i>See Plan in Appendix</i>	Includes only teachers approved to transfer to selected high need schools. Selection based on certification (National Board) and satisfactory prior performance.	7 High needs schools	\$1000/month base bonus. High growth- \$2000 lump sum bonus 95% proficient- elm or 85% HS- \$3000 bonus
320 Durham Public	Federal School Improvement Grant	2 schools	We have two federal SIG grant funded schools that we provide sign on and performance bonuses but we have no other plan for all schools.
330 Edgecombe	Federal School Improvement Grant 3-Year School Improvement Grant: The plan went into effect at end of the 2011-2012 school year and continue through the end of the grant (2013-2014).	1 school	All teachers are required to participate in professional development related to rigor, relevance and literacy. If the school meets "Expected Growth" according to the ABC Accountability Model, the certified staff will receive a \$750 stipend and the classified staff will receive a \$500 stipend. For "High Growth", certified staff will receive \$1,200 and classified staff will receive \$950. This incentive was intended to help provide cohesiveness and teamwork among staff members. It was also intended to help teachers move away from teaching in isolation and collaborate more

LEA	Criteria	Number of Schools	Amount
340 Forsyth <i>See Plan in Appendix</i>	Title 1 schools were selected to have the bonuses funded with the STAR3 grant	16 schools	Bonus is either \$500 or \$0 based on EVAAS composite scores for the school.
340 Forsyth <i>See Plan in Appendix</i>	EC self-contained teachers whose students all take the alternative assessments and ESL teachers are excluded from the classroom-based bonuses - they are eligible for bonuses earned on a school-wide student performance basis.		Bonuses range from \$500 to \$2,500 based on various levels of EVAAS composite scores.
360 Gaston <i>See Plan in Appendix</i>	Title I schools in school improvement (turnaround model)	1 school	a. \$500 in tested grades; \$250 in non-tested for school-wide results when students show 1 year of growth b. \$500 in tested grades for grade level results when student show 1 year of growth
360 Gaston <i>See Plan in Appendix</i>	On individual teacher's results, students must show 1 year of growth	All schools	
410 Guilford <i>See Plan in Appendix</i>	34 of our 50 Mission Possible Schools are eligible for schoolwide performance incentives. Of the 16 that are not eligible, 6 are on consultative support (they have outgrown the need for the program) and 10 are a part of the national TIF evaluation study, serving as "control" schools.	34 schools	For schools that achieve "Exceeds Expected Growth," we award all certified personnel \$1,500 and all classified personnel \$750.
410 Guilford <i>See Plan in Appendix</i>	Our differentiated performance pay includes: 5th Grade General Classroom 6-8 ELA English II 6-12 Math (EOG and EOC only) Biology		The following courses are eligible for \$2,000 (VAD Index >1) or \$6,000 (VAD Index >2): 5th Grade General Classroom 6-8 ELA English II Biology The following courses are eligible for \$4,000 (VAD Index >1) or \$12,000 (VAD Index >2): 6-12 Math (EOG and EOC only)
422 Weldon City	When students achieve 80% proficiency or greater the teacher will receive a supplement.	All Schools	\$1,000)
530 Lee <i>See Plan in Appendix</i>	Financial awards for each employee of the elementary school that ranked highest during the past year	Highest ranked elementary school	\$50,000 to the school for the staff

LEA	Criteria	Number of Schools	Amount
640 Nash	Set target for school, grade level, and individual teachers. A teacher would be eligible at each of these levels if he/she meets/exceeds target.	All Schools	a minimum of \$1500 and maximum of \$4500 can be earned
640 Nash	State identified low performing schools	2 schools	a minimum of \$1500 and a maximum of \$4500
650 New Hanover <i>See Plan in Appendix</i>	3rd, 4th and 5th grade teachers in two of our priority elementary school eligible to earn achievement bonuses (3 tiers) based on individual student achievement. Teachers at one middle school eligible to receive bonuses (3 tiers) based on individual student growth.	2 priority elementary schools and 1 middle school	Elementary (Grades 4 & 5 - bonus for growth in both reading and math): Tier I \$750 - 70% meet or exceed growth Tier II \$1,250 - \$80% meet or exceed growth Tier III \$2,000 - \$90% meet or exceed growth Elementary (Grade 3 - bonus for proficiency in both reading and math): Tier I \$750 - 70% meet or exceed growth Tier II \$1,250 - \$80% meet or exceed growth Tier III \$2,000 - \$90% meet or exceed growth Middle School (Individual student growth) Tier I \$750 - 65% meet or exceed growth Tier II \$1,250 - \$75% meet or exceed growth Tier III \$2,000 - \$85% meet or exceed growth
650 New Hanover <i>See Plan in Appendix</i>	High need schools identified with state or local priority status, teacher turnover rates, and staff experience levels.	3 schools	School Wide Achievement Bonus (Certified Staff): Tier I \$750 Meet 75% School Proficiency Tier II \$1,500 Meet 80% School Proficiency Tier III \$2,000 Meet 90% School Proficiency Middle School Plan Hiring Bonuses: Certified Staff excluding administration - \$2,300, which may be continued for future years if the teachers are rated accomplished in two of the following standards II, III, IV, VI and proficient or better on the remaining standards. Classified Support Staff receive one-time signing bonus of \$500.
660 Northampton <i>See Plan in Appendix</i>	Bonuses based on growth and annual measurable objectives	All	Bonuses for certified and non certified personnel graduated for schools in different tiers.

LEA	Criteria	Number of Schools	Amount
800 Rowan <i>See Plan in Appendix</i>	Federal School Improvement Grant	1 school	Student Discipline Incentive Student Dropout Incentive Graduation Rate Incentive EOC Incentive Student Attendance Incentive Staff Attendance Incentive Above Average Value-Added Data School Composite
960 Wayne	Last year of the School Improvement Grant (SIG), and one school in the second year of the Race to the Top (RttT) Grant.	1 school	Performance and incentive pays given from both of the grants based on the stipulations in the grant.
920 Wake <i>See Plan in Appendix</i>	Four schools (Barwell Road Elementary, Brentwood Elementary, Creech Road Elementary and Wilburn Elementary) were given Renaissance School status because their overall school performance composite was below 60%. In a similar vein, Walnut Creek Elementary School opened in August 2011, with a student population that was collectively below a 60% performance composite. Longview (an alternative school) was selected for the bonus program in conjunction with receiving a School Improvement Grant.	6 schools	
920 Wake <i>See Plan in Appendix</i>	This applies only to teachers of record (at selected schools) where that teachers' must take an EOC or EOG exam.		
930 Warren	Teachers in core tested subjects, and CTE teachers are eligible for a student performance bonus if 75% or greater of their students are proficient on state assessments. EC teachers must meet aforementioned protocol or student growth must be 20% or greater		75% and above = \$1,000 performance incentive.

II. Additional Responsibilities

LEA	Mentor	Curriculum Development	Tutoring	Department chair	Other	Comments
111 Asheville City <i>See Plan in Appendix</i>	X		X	X		See Plan in Appendix
270 Currituck	X	X	X	X		
410 Guilford <i>See Plan in Appendix</i>					Teacher Leader	Our Teacher Leaders receive an additional \$2,000 per year for: delivering professional development related to the NCPTS and EVAAS, and for serving as model classroom teachers who are available for observation at any time.
422 Weldon City			X			
800 Rowan <i>See Plan in Appendix</i>	X					
860 Surry <i>See Plan in Appendix</i>		X		X		Department Chairs receive a \$250 bonus annually through local funds and teachers are compensated for curriculum writing through RttT funds.
900 Union <i>See Plan in Appendix</i>			X		Stipend for Drama, Dance, Theater, Music, Band	Tutoring is school-based funding
920 Wake <i>See Plan in Appendix</i>	X	X	X	X	mentor coordinator, testing coordinator, student support team	Mentors are paid \$50 monthly Tutors are paid \$35/hour Grade or department chairs are paid \$609 - \$1,817 per year Mentor coordinators are paid \$1,210 - \$1,817 per year Student support team coordinators are paid \$1,210 - \$1,817 per year Student support team members are paid \$609 - \$907 per year Testing coordinators are paid \$2,018 - \$3,635 per year

III. Hard to Staff Schools

LEA	Criteria	Number of Schools	Amount
260 Cumberland <i>See Plan in Appendix</i>	High poverty, low performing (at the time selected)	11	\$600-\$1000 per month depending on certification. \$200-3000 annual bonus based on student performance. \$1500 annual retention bonus if teacher stays beyond the initial 3 year commitment.
310 Duplin	Attract or retain quality teachers at 3 low performing schools that was started in 2012-2013 that allows	3	Each teacher to receive \$10,000 over 3 years (\$5,000 year 1, \$3,000 year 2 and \$2,000 year 3). Principals of these 3 schools can receive up to \$15,000 over the same 3 year period. The bonuses are more of a sign on type than a pay for excellence as there are no performance measures tied to the payments. They are paid at the start of the school year and will continue provided they stay employed at their particular assigned school. If they do not complete the entire school year, they must pay back a prorated portion. The intent of the restructuring bonus was to attract and retain better quality teachers to these 3 schools and all teachers there were evaluated to determine their ability to remain at these schools, but again there are no performance measurements built into the program.
340 Forsyth <i>See Plan in Appendix</i>	All Title 1 schools.	32	Each teacher receives 22.5% additional supplement pay, half in December and half in June, if they serve the school for the full semester.
360 Gaston <i>See Plan in Appendix</i>	a. Title I in school improvement (turnaround model) [1] b. Alternative school (turnaround model) [1]	2	a. \$200 per month b. \$500 per month if fully licensed; \$200 per month if lateral/provisional
510 Johnston Co	Assignment to the district's alternative school	2	\$1500 additional supplement
640 Nash	State identified low performing schools with transient staff	2	a minimum of \$1500 and a maximum of \$4500
650 New Hanover <i>See Plan in Appendix</i>	Two alternative schools have retention bonuses for all certified staff.	2	\$2,280 annual amount

LEA	Criteria	Number of Schools	Amount
790 Rockingham <i>See Plan in Appendix</i>	School designated originally as Low-Performing initially in 2005.	1	\$500 per month for teachers of science and mathematics, \$1500 per month for teachers of (Algebra I/II, Geometry, Biology, Physical Science, and Chemistry)
800 Rowan <i>See Plan in Appendix</i>	Federal School Improvement Grant	1	
900 Union <i>See Plan in Appendix</i>	Schools that fall within the a cluster which has a historically high Free/Reduced Lunch population.	15	\$1500 per year
980 Wilson	Hard-to-staff schools were Wilson County's low performing "priority schools". Teacher retention in these schools was a problem affecting the continuity of education in the priority schools.	6	3% of annual salary.
920 Wake <i>See Plan in Appendix</i>	Four schools (Barwell Road Elementary, Brentwood Elementary, Creech Road Elementary and Wilburn Elementary) were given Renaissance School status because their overall school performance composite was below 60%. In a similar vein, Walnut Creek Elementary School opened in August 2011, with a student population that was collectively below a 60% performance composite. Longview (an alternative school) was selected for the bonus program in conjunction with receiving a School Improvement Grant.	6	Full-time employees hired into one of the six schools receive one of the following sign on bonuses: Principal: \$7,000 Assistant Principal: \$5,000 Teacher/Certified Staff: \$2,900 Noncertified staff: \$1,000

IV. Hard to Staff Subject Areas

LEA		Exceptional children	6-8 math	9-12 math	6-8 science	9-12 science	Other	Comments
260 Cumberland <i>See Plan in Appendix</i>		X					elementary reading	
330 Edgecombe	High need areas have been defined as those areas where it is difficult to recruit fully licensed teachers.	X	X	X	X	X		Teachers hired for hard-to-staff areas are paid \$2000, paid in two payments during the year.
360 Gaston <i>See Plan in Appendix</i>	Alternative school (turnaround model)	X	X	X	X	X		\$750 one-time signing bonus
410 Guilford <i>See Plan in Appendix</i>	Positions for which we have fewer than a 10:1 applicant to vacancy ratio are determined to be hard-to-staff subject areas.		X	X	X	X	3-5 general, OCS, 6-8 ELA, English II	3-5 general: \$2,500/yr 6-8 science, biology, physics: \$2,500/yr OCS: \$2,500/yr 6-8 ELA, English II: \$2,500/yr 6-12 math: \$5,000/yr Physics, Chemistry: \$5,000/yr
422 Weldon City	All schools	X	X	X	X	X		\$1,000
510 Johnston	Recruitment and retention bonus for hard-to-staff subject areas	X	X	X	X	x		\$1,000 for first year if fully licensed and assigned to one of the areas checked above and \$1,000 the second year

LEA		Exception al children	6-8 math	9-12 math	6-8 science	9-12 science	Other	Comments
790 Rockingham <i>See Plan in Appendix</i>				X		X		\$250 - \$500 per month per teacher, up to \$1,500 per month based on the number of tested subjects 2+
860 Surry <i>See Plan in Appendix</i>	Advanced Placement teachers are paid a bonus through RttT funds						Advanced placement	AP Science and Math teachers receive a \$5000 bonus for teaching the course and an additional \$5000 bonus if 75% of students score a Level III on the AP exam. AP English & Social Studies teachers receive a \$1000 bonus for teaching the class and a \$1000 bonus if 75% of the students score a Level III on the AP exam. Classes must have a minimum of 12 students and maintain 90% of enrollment.

IV. Appendix - Performance Pay Plans

The following LEAs submitted plans or website addresses:

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ASHEVILLE CITY SCHOOLS
Performance/Differentiated Pay
Fiscal Year 2013

Mentor Pay Plan:

Mentoring first year beginning teacher - \$100 per month for 10 months

Mentoring second year beginning teacher - \$50 per month for 10 months

Mentoring third year beginning teacher - \$0 per month but expected to continue lessor degree of mentoring throughout third year

Department Chairs:

High School Department Chair - \$350 plus \$20 per teacher in the department

Middle School Department Chair - total budget of \$2,525 to be prorated equally among chairs (averages \$315)

180 Catawba County Public Schools

2% Performance Bonus

The criteria for eligibility for the bonus were approved by the Catawba County Board of Education at their meeting on August 22, 2005. A school would have to qualify then the teacher would be eligible based on the following:

1. a. Be a certified staff member at a school which achieves a performance composite of 90% (elementary or middle), 85% (high school), or high growth as measured by the North Carolina ABC's program

and

reduce the achievement gap as measured by NCLB annual year progress (AYP). Schools will have demonstrated gap reduction if the following AYP targets are met:

- 9-13 targets 100% met
- 14-17 targets All but One (13-16)
- 18-25 targets All but two (16-23)
- 26-33 targets All but three (23-30)
- 34-41 targets All but four (30-37)

Or

- b. Be a certified staff member at a school which meets expected growth (minimum of 85% proficiency) and meet 100% of AYP targets.
2. Meet all performance standards as measured by the North Carolina teacher performance appraisal instrument or other comparable personnel evaluation instrument during the 2009-2010 school year.
3. Must be a certified staff member of a school for at least six months during the school year in which the performance standards are met (ABC, AYP, TAPI-R) **AND** must be employed the proceeding school year for at least six months. The only exception to this is if a person retires.

PERFORMANCE SUPPLEMENT CRITERIA

Effective July 1, 2005, the Catawba County Board of Commissioners approved a one-cent tax increase to provide funding in the 2005-2006 budget for a performance-based increase in the teacher supplement. The performance supplement is for teachers, not classified staff or administrators, and is intended as a first step in helping the County to attain the FORESIGHT goal that the local teacher supplement will rank in the top 5 percent of North Carolina schools in the next five years.

In order to be eligible for the performance supplement, the Newton-Conover Board of Education has adopted the following criteria by which an individual teacher would qualify.

1. a. Be a certified staff member at a school which achieves a performance composite of 90% (elementary or middle), 85% (high school), or high growth as measured by the North Carolina ABCs Program.

and

Reduce the achievement gap as measured by NCLB adequate yearly progress (AYP). Schools will have demonstrated gap reduction if the following AYP targets are met:

- | | |
|-----------------|-----------------------|
| • 9-13 Targets | 100% met |
| • 14-17 Targets | All but one (13-16) |
| • 18-25 Targets | All but two (16-23) |
| • 26-33 Targets | All but three (23-30) |
| • 34-41 Targets | All but four (30-37) |

or

1. b. Be a certified staff member at a school which meets expected growth (minimum of 85% proficiency) and meet 100% of AYP targets.

and

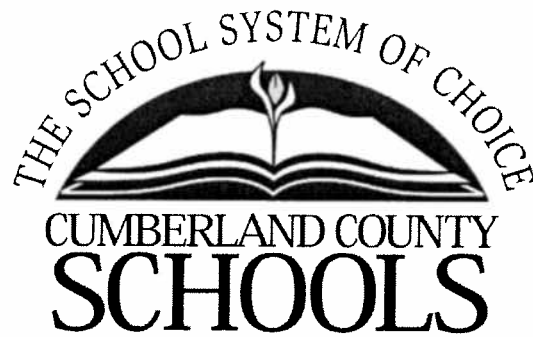
2. Meet all performance standards as measured by the North Carolina teacher performance appraisal instrument, or other comparable personnel evaluation instrument.

and

3. Must be a certified staff member of a school for at least six months during the school year in which the performance standards are met (ABC, AYP, TPAI-R) AND must be employed the proceeding school year for at least six months, unless the staff member retires from service at the end of the year in which the performance standards are met.

**Realignment of Resources:
A Differentiated Pay Proposal
to Recruit Highly Qualified Teachers
into High Needs Schools for a Three Year Period
2010 - 2013**

**Presented to the Cumberland County Board of Education
January 5, 2010**



Pilot I Proposal: An Incentive/Performance Initiative to Recruit National Board Certified Teachers to Serve High Needs Schools

to begin 2010-2011

Pilot Sites: Teresa Berrien and Pauline Jones Elementary Schools
Nick Jeralds, Spring Lake, and Westover Middle Schools, and E.E. Smith and Westover High Schools

National Board Teacher Incentive/Performance Initiative: Elementary Teachers

Incentives	Incentives Criteria	Eligibility
Level I – National Board Certification \$1,000 per Month Salary Incentive	a) Possessing current National Board Certification b) Possessing a North Carolina Elementary K-6 continuing license (or Exceptional Children's continuing license for EC assignment) or Middle or High School License in Specific Content Area c) Meeting the federal definition of Highly Qualified in licensure area assignment d) Having met 'at standard' or above on all formal evaluations e) May not be currently on any employee disciplinary action plan.	All classroom teachers, assigned to K-2, EOG, or EOC tested areas and EC teachers, who meet the incentives criteria, are eligible. Student performance outcomes during the course of the year must meet satisfactory expectations of the principal (i.e. growth tests, benchmark assessments, running records, class grades, observations). Must Submit a Special Request Form and Performance Resume containing the following: <ul style="list-style-type: none"> Academic credentials, including degree(s) and each certification area on the North Carolina License; The year National Board Certification was achieved; The positions or assignments held, including dates; and Any special training or professional development that has recently been completed or if applicant has served as a presenter. <ul style="list-style-type: none"> All criteria must be met at this level to qualify for any other level
Level II - Student Performance \$2,000 or \$3,000 yearly	a) Teaching a grade requiring state assessment AND b) Meeting high growth standards and/or AYP as measured by student assessment scores (K-2 Assessment, EOG/EOC)	<ul style="list-style-type: none"> All classroom teachers, assigned to <u>K-2 assessment or EOG/EOC tested areas</u>, are eligible EC teachers will be eligible based on meeting <u>AYP for EC subgroups</u> Teachers meeting <u>high growth standards</u> will receive \$2,000 OR Teachers meeting "bold goals" of <u>95% proficiency</u> (elementary and middle schools) and <u>85%</u> (high schools) in tested areas will receive \$3,000
Level III – Teacher Retention \$1,500 yearly (Available after third year of the initiative)	a) Continuing to receive 'at standard' or above ratings on all formal evaluations b) Three-year commitment to initiative required c) Teachers who remain beyond the three-year commitment, and also meet high growth in student performance for their class, will receive a high performance/commitment bonus	Teachers will receive <ul style="list-style-type: none"> an additional \$1,500 per year for each year beyond the required three-year commitment to the initiative, along with high growth in student performance for their class

*Existing teachers in the schools will be eligible for the salary and bonus incentives if they meet Level I eligibility criteria. Principals will interview and select teachers who meet the criteria. Principals will hire in vacancy areas only. No teachers will be displaced.

Pilot II Proposal: An Initiative to Recruit Teachers with North Carolina Licenses in Elementary Education, with Additional Licenses in the Preferential Areas of Reading, Exceptional Children, or Academically Gifted, to Serve High Needs Schools
to begin 2010-2011

Pilot Sites: Lillian Black, Ferguson-Easley, and Westarea Elementary Schools

Preferential Licensure/Performance Initiative

Levels	Incentives Criteria	Eligibility
Level I – Preferential Licensure \$600- \$1,000 per Month Salary Incentive	a) Possessing a North Carolina Elementary K-6 license b) Also possessing North Carolina licensure in one of the following preferential areas: <ul style="list-style-type: none"> • Reading • Exceptional Children (Special Education) • Academically Gifted c) Meeting the federal definition of Highly Qualified in the K-6 and one of the preferential licensure areas d) Having met ‘at standard’ or above on all formal evaluations e) May not be currently on any employee disciplinary action plan.	All elementary classroom teachers, assigned to K-2 assessment or EOG tested areas, who meet the incentives criteria, are eligible. Student performance outcomes during the course of the year must meet satisfactory expectations of the principal (i.e. growth tests, benchmark assessments, running records, class grades, observations). Must Submit a Special Request Form and Performance Resume containing the following: <ul style="list-style-type: none"> • Academic credentials, including degree(s) and each certification area on the North Carolina License; • The positions or assignments held, including dates; and • Any special training or professional development that has recently been completed or if applicant has served as a presenter. <ul style="list-style-type: none"> • Teachers who possess A-Level licenses in the preferential areas will receive an additional \$600 per month • Teachers who possess G-Level licenses (Master’s Degree) in the preferential areas will receive an additional \$1,000 per month • All criteria must be met at this level to qualify for any other level
Level II - Student Performance \$2,000 or \$3,000 yearly	a) Teaching a grade requiring state assessment AND b) Meeting high growth standards and/or AYP as measured by student assessment scores (K-2 Assessment, EOG)	<ul style="list-style-type: none"> • All elementary classroom teachers, assigned to <u>K-2 assessment or EOG tested areas</u>, are eligible • <u>EC teachers</u> will be eligible based on meeting AYP for EC subgroups • Teachers meeting <u>high growth standards</u> will receive \$2,000 OR • Teachers meeting “bold goals” of <u>95% proficiency</u> in both math and reading will receive <u>\$3,000</u>
Level III – Teacher Retention \$1,500 yearly (Available after third year of the initiative)	a) Continuing to receive ‘at standard’ or above ratings on all formal evaluations b) Three-year commitment to initiative required c) Teachers who remain beyond the three-year commitment and also meet high growth in student performance for their class will receive a high performance/commitment bonus	Teachers will receive <ul style="list-style-type: none"> • an additional \$1,500 per year for each year beyond the required three-year commitment to the initiative, along with high growth in student performance for their class

*Existing teachers in the schools will be eligible for the salary and bonus incentives if they meet Level I eligibility criteria. Principals will interview and select teachers who meet the criteria

Total projected costs for the Pilot I and Pilot II initiatives for 2010-2011= \$350,000.⁰⁰.
Funding Sources for 2010-2011: DSSF



Sign-On Bonus 2012 – 2013 School Year

STAR3 includes a sign-on bonus for the sixteen schools in the grant project. For the 2012-13 school year the total amount of this bonus is \$8,000. The schools included in the project are:

Ashley Elementary	Diggs-Latham Elementary
Easton Elementary	Gibson Elementary
Griffith Elementary	Hall-Woodward Elementary
Kimberley Park Elementary	Konnoak Elementary
Middle Fork Elementary	North Hills Elementary
Old Town Elementary	South Fork Elementary
Mineral Springs Middle	Philo Middle
Wiley Middle	

Qualifying Teaching Positions

The sign-on bonus is for “hard-to-fill” positions. These include:

Special Education:	Elementary and Middle Schools
English as Second Language:	Elementary and Middle Schools
Math:	Middle School
Science:	Middle School

Teacher Qualifications

1. Minimum of 2 years prior teaching experience
2. Cannot be currently on an action plan or have a disciplinary action in the last 3 years
3. Scores in the top two tiers of the Haberman screening
4. Teacher Evaluations:
 - a. Proficient on all five standards of *new teacher evaluation* and accomplished on at least one standard
 - OR
 - b. Proficient on all six standards of the old *SERVE teacher evaluation* and accomplished on at least one standard
 - OR
 - c. At standard in all eight standards of the old *TPAI-BT teacher evaluation* and above standard on at least two areas
5. Cannot be a transfer from another STAR3 school

Sign-On Pay for 2012-13

- | | |
|---|---|
| ○ \$4000 paid the 1 st year: | \$2000 in the first paycheck and \$2000 in November |
| ○ \$2000 paid the 2 nd year: | paid in final paycheck |
| ○ \$2000 paid the 3 rd year: | paid in final paycheck |

WS/FCS Teacher Recruitment Incentives

Financial Recruitment Incentives

Local salary supplement ranging from 9.4% to 12.9%

Other Recruitment Incentives

Laptop computers issued to all teachers

\$1,200 interest-free cash advance for relocation expenses

Waivers of utilities deposits (electric, water, cable)

Waivers/reduction for security deposits from participating apartment complexes

Financial Retention Incentives

Equity+ bonuses for teachers at schools with high concentrations of students on F/R lunch

NC Model Teacher Education Consortium membership for Equity+ schools

Tuition reimbursement plans for all employees

Other Retention Incentives

Dental insurance

Life insurance

Employee Assistance Plan

Local extended sick leave

First time home buyers packages

Professional growth incentive pay plans (Teacher Compensation Plan)

Employee discounts at over 100 local businesses (BUS Stop)

Formal new teacher support program for 1st year teachers (STAY)

Annual Flu and Hepatitis B vaccine clinics – free to State Health Plan members

TOY Incentives

District recognition reception for all school TOY's

PTA banquet for all school TOY's

Free one-year car lease for district TOY

Cash awards of \$1,000 for district TOY and \$500 for 3 district finalists

Additional Financial Incentives for National Board Certified Teachers

National board pay for non-classroom teachers/administrators who hold NBPTS certification

GASTON ALTERNATIVE PAY PLAN (GAPP)

Purpose

It is highly important in the current economic times that the Gaston County Schools (GCS) remain competitive in attracting and retaining highly effective teachers and administrators. Awarding alternative pay beyond the North Carolina (NC) Teacher and Administrator Salary Schedules and GCS Supplement Schedules will allow us to recognize school-based, licensed employees for growth in student achievement; school-wide growth; assuming additional academic responsibilities; working in hard-to-staff schools; teaching hard-to-staff subjects; teacher/employee attendance; and, student growth tied to Professional Learning Communities (PLCs); grade levels; and/or subject areas. Combining regular pay with alternative pay enhances our ability to fulfill *AdvancED Standard 2, Governance and Leadership*, as well as Goals 1 and 3 of the Gaston County Schools' *Strategic Plan*. These two goals focus on student achievement and quality classroom instruction, respectively. Therefore, pursuant to Senate Bill (SB) 795, we present the following core principles that provide the foundation for the Gaston Alternative Pay Plan.

Principles

- The plan will be administered equitably and fairly.
- The plan includes licensed teachers, administrators, and support personnel in all 56 schools.
- We choose to avoid measures that will pit employees against each other. We want to ensure collaboration that has been established by Professional Learning Communities (PLCs).
- The plan will be reviewed continuously to account for unintended consequences, which include but are not limited to changes driven by the North Carolina State Board of Education (SBE) and/or the General Assembly.
- The evaluation instrument utilized as part of the plan will be the North Carolina Educator Evaluation System (NCEES) and the evaluation instruments used for GCS support personnel.

- We believe in individual, PLC/grade level/subject, and school-wide accountability.
- The Superintendent or designee retains the right to weigh factors; make decisions related to unintentional consequences; and/or, consider other criteria that he deems relevant.

Definitions

- AdvancEd = regional accrediting body for Southeast United States; formerly known as Southern Association of Colleges/Universities (SACs)
- Common Exams/Measures of Student Learning (MSLs) = mandatory state-developed exams for content areas not assessed through End-of-Grade (EOG) and/or End-of-Course (EOC) tests
- DPI = Department of Public Instruction; state education department that directs employee licensure, salaries, curriculum, and assessment; takes direction from NC State Board of Education
- Hard-to-staff school = Criteria issued by the Accountability Department that ranks schools by the number of at-risk factors, i.e., free and reduced lunch; student mobility; student attendance rate; household make-up (one parent or other); suspensions per 100; performance composite; average growth; percent of goals met (AMO); percentage of Exceptional Children; and, minority percentage. Classification as hard-to-staff school can change annually.
- Hard-to-staff subject = Mathematics; Science; Exceptional Children; Spanish; English as a Second Language; Technology Education; and, Health Occupations/Allied Health. Hard-to-staff subjects can change annually.
- PLCs = Professional Learning Communities; staff members analyze assessment data and lesson plans for instructional and learning purposes

Senate Bill 795 Required Components

The North Carolina Legislature passed Senate Bill (SB) 795 during its 2012 session, and it stipulated that Performance Pay Plans shall include the following components:

- ☐ Annual growth in student achievement of students assigned to a teacher's classroom, when applicable.
- ☐ Annual growth in student achievement of students assigned to a specific school.
- ☐ Assignment of additional academic responsibilities.
- ☐ Assignment to a hard-to-staff school.
- ☐ Assignment to a hard-to-staff subject.

Gaston County Schools' Plan Components

The Gaston County Schools' GAPP Design Team recommends the following components be part of the school district's plan in addition to the measures in SB 795:

- ☐ Teacher/Employee Attendance
- ☐ Annual growth in student achievement of students assigned within a Professional Learning Community (PLC) or grade level and/or subject area, once it is known which data are available

The following pages display pay plan components; goals/requirements for the components; and, the financial award for each group of employees who achieve the goals and/or meet requirements.

PRINCIPALS AND ASSISTANT PRINCIPALS

The following are required of administrators in GCS schools:

1. All administrators will be evaluated annually under the North Carolina Principal Evaluation process.
2. Administrators employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. Principals or Assistant Principals on an Improvement Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Not Applicable	Not Applicable
School-wide Students' Growth	School exceeds growth	\$3000 paid after NC State Board of Education certifies scores
Academic Responsibilities	Not Applicable	Not Applicable
Hard-to-Staff Schools	*Criteria determined by Accountability Dept. and reviewed by Cabinet *Number of schools determined by Cabinet and amount of available funds	<u>Principals:</u> \$8000 per year paid over 12 months <u>Assistant Principals:</u> \$6000 per year paid over 10 months/10 days
Teaching Hard-to-Staff Subject Area	Not Applicable	Not Applicable
Teacher Attendance	Not Applicable	Not Applicable
Students' Growth by	Not Applicable	Not Applicable

Component	Goal/Requirement	Financial Award
PLC/Grade Level/Subject		

ELEMENTARY CLASSROOM TEACHERS;
EXCEPTIONAL CHILDREN'S TEACHERS; LITERACY TEACHERS

The following are required of elementary classroom; EC; and literacy teachers in GCS elementary schools:

1. All teachers will be evaluated annually under NCEES.
2. Teachers employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. Teachers on a Monitored or Directed Professional Development Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.
4. Teachers on a Mandatory Improvement Plan are not eligible for awards under this pay plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Students exceed growth (K-3 eligible once DPI determines assessments and implements them)	\$1500 paid after NC State Board of Education certifies results
School-wide Students' Growth	School exceeds growth	\$500 paid after NC State Board of Education certifies results
Academic Responsibilities	Serve as a Mentor to a Beginning Teacher	\$2000 paid over 10 months
Hard-to-Staff Schools	*Criteria determined by Accountability Dept. and reviewed by Cabinet *Number of schools	\$300 per month PLUS \$3000 at the end of the 3 rd year

Component	Goal/Requirement	Financial Award
	determined by Cabinet and amount of available funding	
Teaching Hard-to-Staff Subject Area	Applies to Exceptional Children (EC); English as a Second Language (ESL)	\$2000 paid over 10 months and pro-rated if employee is part-time or shared between schools
Teacher Attendance	Less than 5 sick and/or personal days taken during the school year on instructional days	\$500 paid at the end of the school year
Students' Growth by PLC/Grade Level/Subject	Students exceed growth (K-3 eligible once DPI determines assessments and implements them)	\$500 paid after NC State Board of Education certifies results

**ENGLISH AS A SECOND LANGUAGE (ESL) AND ACADEMICALLY
INTELLECTUALLY GIFTED (AIG) TEACHERS**

The following are required of ESL and AIG teachers in GCS schools:

1. All teachers will be evaluated annually under NCEES.
2. Teachers employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. Teachers on a Monitored or Directed Professional Development Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.
4. Teachers on a Mandatory Improvement Plan are not eligible for awards under this pay plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Students exceed growth	\$1500 paid after NC State Board of Education certifies results; pro-rated when in inclusion setting, part-time, or shared with other schools
School-wide Students' Growth	School(s) exceeds/exceed growth	\$500 paid after NC State Board of Education certifies results; pro-rated based on percentage of time in school(s)
Academic Responsibilities	Serve as a Mentor to a Beginning Teacher	\$2000 paid over 10 months
Hard-to-Staff Schools	*Criteria determined by Accountability Dept.	\$300 per month PLUS \$3000 at the end of the 3 rd

Component	Goal/Requirement	Financial Award
	and reviewed by Cabinet *Number of schools determined by Cabinet and amount of available funding	year; pro-rated based on percentage of time assigned to school(s)
Teaching Hard-to-Staff Subject Area	Applies to English as a Second Language (ESL) only	\$2000 paid over 10 months and pro-rated based on percentage of time assigned to school(s)
Teacher Attendance	Less than 5 sick and/or personal days at all schools served, taken during the school year on instructional days	\$500 paid at the end of the school year
Students' Growth by PLC/Grade Level/Subject	Students Exceed Growth (Once DPI determines assessments and implements them)	\$500 paid after NC State Board of Education certifies results

ELEMENTARY ART, MUSIC, PHYSICAL EDUCATION

The following are required of Elementary Art, Music, and Physical Education teachers in GCS schools:

1. Itinerant personnel are evaluated using NCEES.
2. Itinerant personnel employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. Teachers on a Monitored or Directed Professional Development Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.
4. Teachers on a Mandatory Improvement Plan are not eligible for awards under this pay plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Students exceed growth (Once DPI implements Measures of Student Learning [MSLs] for these areas)	\$1500 paid after NC State Board of Education certifies results; pro-rated based on percentage of time assigned to school(s)
School-wide Students' Growth	School exceeds growth	\$500 paid after NC State Board of Education certifies results and pro-rated based on percentage of time assigned to school(s)
Academic Responsibilities	Serve as a Mentor to a Beginning Teacher	\$2000 paid over 10 months
Hard-to-Staff Schools	*Criteria determined by Accountability Dept. and reviewed by Cabinet *Number of schools	\$300 per month PLUS \$3000 at the end of the 3 rd year; pro-rated based on percentage of time assigned

Component	Goal/Requirement	Financial Award
	determined by Cabinet and amount of available funding	to school(s)
Teaching Hard-to-Staff Subject Area	Not Applicable	Not Applicable
Teacher Attendance	Less than 5 sick and/or personal days at all schools served, taken during the school year on instructional days	\$500 paid at the end of the school year
Students' Growth by PLC/Grade Level/Subject	Students exceed growth (Once DPI implements Measures of Student Learning [MSLs])	\$500 paid after NC State Board of Education certifies results

INSTRUCTIONAL FACILITATORS

The following are required of Instructional Facilitators in GCS schools:

1. Instructional Facilitators (IFs) are evaluated using the locally developed narrative instrument.
2. IFs employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. IFs on an Improvement Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Not Applicable	Not Applicable
School-wide Students' Growth	School exceeds growth	\$1500 paid after NC State Board of Education certifies scores
Academic Responsibilities	Not Applicable	Not Applicable
Hard-to-Staff Schools	*Criteria determined by Accountability Dept. and reviewed by Cabinet *Number of schools determined by Cabinet and amount of available funding	\$300 per month PLUS \$3000 at the end of the 3 rd year
Teaching Hard-to-Staff Subject Area	Not Applicable	Not Applicable
Employee Attendance	Not Applicable	Not Applicable
Students' Growth by PLC/Grade Level/Subject	Not Applicable	Not Applicable

MIDDLE AND SECONDARY SCHOOL CLASSROOM TEACHERS;
ENGLISH AS A SECOND LANGUAGE (ESL) TEACHERS;
EXCEPTIONAL CHILDREN'S (EC) TEACHERS

The following are required of teachers in GCS middle schools:

1. All teachers will be evaluated annually under NCEES.
2. Teachers employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. Teachers on a Monitored or Directed Professional Development Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.
4. Teachers on a Mandatory Improvement Plan are not eligible for awards under this pay plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Students exceed growth (Courses assessed by Measures of Student Learning [MSLs] benefit once assessments are implemented by DPI)	\$1500 paid after NC State Board of Education certifies results; pro-rated based on percentage of time assigned to school(s), if applicable
School-wide Students' Growth	School exceeds growth	\$500 paid after NC State Board of Education certifies results and pro-rated based on percentage of time assigned to school(s), if applicable
Academic Responsibilities	Serve as a Mentor to a Beginning Teacher	\$2000 paid over 10 months
Hard-to-Staff Schools	*Criteria determined by	\$300 per month PLUS

Component	Goal/Requirement	Financial Award
	Accountability Dept. and reviewed by Cabinet *Number of schools determined by Cabinet and amount of available funding	\$3000 at the end of the 3 rd year
Teaching Hard-to-Staff Subject Area	Applies to Exceptional Children (EC); English as a Second Language (ESL); Mathematics; Science; Technology Education; Spanish; Health Occupations	\$2000 paid over 10 months and pro-rated if employee is part-time or shared with other schools
Teacher Attendance	Less than 5 sick and/or personal days, at all schools served if applicable, taken during the school year on instructional days	\$500 paid at the end of the school year
Students' Growth by PLC/Grade Level/Subject	Students exceed growth (Courses assessed by Measures of Student Learning [MSLs] will be incorporated into pay plan once assessments are implemented by DPI)	\$500 paid after NC State Board of Education certifies results; pro-rated based on percentage of time assigned to school(s), if applicable

**SCHOOL SOCIAL WORKER; SCHOOL COUNSELOR;
MEDIA SPECIALIST; SCHOOL NURSE; DEAN OF STUDENTS**

The following are required of support personnel in GCS schools:

1. All support personnel are evaluated annually using the intensive model of the respective area's evaluation instrument.
2. Support personnel employed in hard-to-fill schools agree to remain in said schools for a minimum of three school years.
3. Any support personnel on an Improvement Plan/Action Plan become eligible for pro-rated financial awards after successfully meeting the requirements of the improvement plan.

Component	Goal/Requirement	Financial Award
Individual Teacher's Students' Growth	Not Applicable	Not Applicable
School-wide Students' Growth	School exceeds growth	\$500 paid after NC State Board of Education certifies results and pro-rated based on percentage of time assigned to school(s)
Academic Responsibilities	Not Applicable	Not Applicable
Hard-to-Staff Schools	*Criteria determined by Accountability Dept. and reviewed by Cabinet *Number of schools determined by Cabinet and amount of available funding	\$300 per month PLUS \$3000 at the end of the 3 rd year; pro-rated based on percentage of time assigned to school(s)

Component	Goal/Requirement	Financial Award
Teaching Hard-to-Staff Subject Area	Not Applicable	Not Applicable
Employee Attendance	Less than 5 days of any type taken on instructional days	\$500 paid at the end of the school year
Students' Growth by PLC/Grade Level/Subject	Not Applicable	Not Applicable

12/13/2012

Pay Awards and Pay for Performance

Both a pay award incentive for recruitment and pay for performance will be offered to all eligible employees based on a differentiated scale.

These pay awards will be in addition to Gaston County Schools' signing bonuses that fully licensed teachers receive if they are hired in Mathematics, Science, Foreign Languages, English as a Second Language, and Special Education. The following conditions will direct the Pay Award and Pay for Performance Program at Woodhill Elementary.

- The pay award and pay for performance lasts the duration of the grant AND
- The employee agrees to work at Woodhill Elementary the duration of the grant or faces repayment to the Gaston County Schools but will be reviewed on a case-by-case basis; an involuntary transfer does not require repayment
- Payments for the pay awards only will occur in equal installments along with regular monthly pay
- Monitored or Direct Growth Plan implementation and written reprimands interrupt the pay award payments
- The Pay Award is for existing staff and new hires.

Project: Pay for Performance	Woodhill Elementary School Improvement Grant (SIG) <ul style="list-style-type: none">• Includes differentiated pay incentives for:<ul style="list-style-type: none">a) Signing bonusb) Attendancec) Performance evaluationsd) Assessment scores
Beginning Date	2012-13 School Year (adjusted for new assessments)
Ending Date	Determined by SIG
Financial Awards Applicability	All faculty and staff; financial awards will vary by component, job responsibilities, and time on site. Awards are weighted in favor of employees who have direct involvement with and accountability for End-of-Grade tests.

PRINCIPAL AND ASSISTANT PRINCIPAL

The following are required of administrators at Woodhill Elementary under its School Improvement Grant:

1. All administrators will be evaluated annually and under the intensive model of the North Carolina Principal Evaluation Process.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus		\$416.66 per month for Principal x 12 \$227.27 per month for Assistant Principal x 11
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$1000 paid at the end of the school year
Student Attendance	*achieve at least 95% the first year * maintain or increase attendance rate	*\$500 paid at the end of the school year *increase \$100 per year that 95% or greater attendance occurs
Principal Evaluation ¹	*show growth in at least 1 standard on the summary with no ratings of Developing or Not Demonstrated	2% of annual salary, including supplement
Principal Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	5% of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
Component	Requirement	Financial Award
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$2000 paid at the end of the school year to Principal \$1000 paid at the end of the school year to Assistant Principal

PRE-K

The following are required of pre-K teachers at Woodhill Elementary under its School Improvement Grant:

1. All pre-K teachers will be evaluated annually and under the intensive model of the NC Teacher Evaluation System.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200. per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500. paid at the end of the school year
Teacher Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of Developing or Not Demonstrated OR *for teachers being evaluated for the first time, no ratings of Developing or Not Demonstrated	1% of annual salary, including supplement
Teacher Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2% of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$250. paid at the end of the school year

¹ It is possible to earn for both components/requirements.

GRADES K-2

The following are required of teachers, Grades K-2, at Woodhill Elementary under its School Improvement Grant:

1. All K-2 teachers will be evaluated annually and under the intensive model of the NC Teacher Evaluation System.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200. per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Teacher Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of Developing or Not Demonstrated OR *for teachers being evaluated for the first time, no ratings of Developing or Not Demonstrated	1% of annual salary, including supplement
Teacher Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2 % of annual salary, including supplement
mCLASS TRC (Individual Teacher)	85% or more of students will demonstrate a year of reading growth as evidenced by using the TRC with a comparison of beginning of year data to end of year data.	\$250.00 paid at the end of the school year
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$250.00 paid at the end of the school year

¹ It is possible to earn for both components/requirements.

GRADE 3

The following are required of classroom teachers in Grades 3 at Woodhill Elementary under its School Improvement Grant:

1. All classroom teachers in Grades 3-5 will be evaluated annually and under the intensive model of the NC Teacher Evaluation System.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200.00 per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Teacher Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of Developing or Not Demonstrated OR *for teachers being evaluated for the first time, no ratings of Developing or Not Demonstrated	1% of annual salary, including supplement
Teacher Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2% of annual salary, including supplement
STAR Reading and STAR Math (Individual Teacher)	<u>Teacher</u> meets expected growth in both Reading and Math as indicated by a class Student Growth Percentile median of 35 or greater on both STAR Reading and STAR Math EOY analyses*. Students will be included in the class calculation if they have been enrolled at Woodhill for at least 140 days.	2.5% of annual salary, including supplement
STAR Reading and STAR Math (Grade Level)	<u>Grade level</u> meets expected growth in both Reading and Math as indicated by the grade level Student Growth Percentile median of 35 or greater on both STAR	\$500.00 paid at end of the school year

	Reading and STAR Math EOY analyses*. Students will be included in the class calculation if they have been enrolled at Woodhill for at least 140 days.	
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$500.00 paid at end of the school year

¹ It is possible to earn for both components/requirements.

GRADES 4-5

The following are required of classroom teachers in Grades 4-5 at Woodhill Elementary under its School Improvement Grant:

1. All classroom teachers in Grades 4-5 will be evaluated annually and under the intensive model of the NC Teacher Evaluation System.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200.00 per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Teacher Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of Developing or Not Demonstrated OR *for teachers being evaluated for the first time, no ratings of Developing or Not Demonstrated	1% of annual salary, including supplement
Teacher Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2% of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	<u>Teacher</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	2.5% of annual salary, including supplement
End of Grade Test Scores (Grade Level)	<u>Grade Level</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$500.00 paid at end of the school year
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$500.00 paid at end of the school year

¹ It is possible to earn for both components/requirements.

Instructional Facilitators

The following are required of Instructional Facilitators at Woodhill Elementary under its School Improvement Grant:

1. All Instructional Facilitators will be evaluated annually.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200.00 per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Performance Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of Developing or Not Demonstrated OR *for IFs being evaluated for the first time, no ratings of Developing or Not Demonstrated	1% of annual salary, including supplement
Performance Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2 % of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$1000. paid at the end of the school year

¹ It is possible to earn for both components/requirements.

ESL and EXCEPTIONAL CHILDREN'S TEACHERS

The following are required of Exceptional Children's (EC) teachers at Woodhill Elementary under its School Improvement Grant:

1. All EC teachers will be evaluated annually and under the intensive model of the NC Teacher Evaluation System.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	200.00 per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Teacher Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of Developing or Not Demonstrated OR *for teachers being evaluated for the first time, no ratings of Developing or Not Demonstrated	1% of annual salary, including supplement
Teacher Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2 % of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$500 paid at the end of the school year

¹ It is possible to earn for both components/requirements.

TEACHER ASSISTANTS

The following are required of Teacher Assistants at Woodhill Elementary under its School Improvement Grant:

1. All Teacher Assistants will be evaluated annually under the intensive model of the Gaston County Schools' Teacher Assistant Evaluation Instrument.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Teacher Assistant Evaluation ¹	*show growth in at least 1 function as indicated on summative with no rating of Below Standard OR *earn ratings of at least At Standard, if being evaluated for the first time	1% of annual salary, including supplement
Teacher Assistant Evaluation ¹	*Earn and/or maintain ratings of all Above Standard	1% of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$250.00 paid at the end of the school year

- 1 It is possible to earn for both components/requirements.

SCHOOL SOCIAL WORKER; GUIDANCE COUNSELOR; MEDIA SPECIALIST

The following are required of the above support personnel at Woodhill Elementary under its School Improvement Grant:

1. All support personnel will be evaluated annually and under the intensive model of the respective area's evaluation instrument.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200.00 per month pro-rated to time assigned to Woodhill
Serving as Mentor	Not Applicable	Not Applicable
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year pro-rated to time assigned to Woodhill
Performance Evaluation ¹	*show growth in at least 1 function as indicated on summative with no rating of Below sStandard OR *earn ratings of at least At Standard, if being evaluated for the first time	1% of annual salary, including supplement pro-rated to time assigned to Woodhill
Performance Evaluation ¹	*Earn and/or maintain ratings of all Above Standard	2 % of annual salary, including supplement pro-rated to time assigned to Woodhill
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$250. paid at the end of the school year
Student Attendance	*achieve at least 95% the first year * maintain or increase attendance rate	*\$500 paid at the end of the school year *increase \$100 per year 95% or greater attendance occurs

¹ It is possible to earn for both components/requirements.

ART, MUSIC, PHYSICAL EDUCATION, and NURSE

The following are required of itinerants at Woodhill Elementary under its School Improvement Grant:

1. All itinerants will be evaluated annually and under the intensive model of the North Carolina Teacher Evaluation Process.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200.00 pro-rated to time assigned to Woodhill
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 pro-rated to time assigned to Woodhill
Teacher Evaluation ¹	*show growth in at least 1 standard as indicated on summary with no rating of developing or not demonstrated *for teachers being evaluated for the first time, no ratings of developing or not demonstrated	1% of annual salary, including supplement, pro-rated to time assigned at Woodhill
Teacher Evaluation ¹	*Earn and/or maintain ratings of all Accomplished and/or Distinguished on summary	2 % of annual salary, including supplement, pro-rated to time assigned at Woodhill
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$250 paid at the end of the school year but pro-rated to time assigned to Woodhill

¹ It is possible to earn for both components/requirements.

NON-INSTRUCTIONAL CLASSIFIED (Office Workers, Parent Specialist and Custodians)

The following are required of non-instructional classified at Woodhill Elementary under its School Improvement Grant:

1. This group of employees will be evaluated annually and under the intensive model of the Gaston County Schools' respective evaluation instrument.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500. paid at end of the school year, pro-rated to match employment status
Performance Evaluation	*show growth in at least 1 function on the summary with no ratings of Below Expectations or 2, depending on the evaluation instrument OR *earn ratings of at least 2 or meets expectations, depending on the evaluation instrument, in all areas, if being evaluated for the first time	1% of annual salary, including supplement
Performance Evaluation	*Earn and/or maintain all top ratings on the designated evaluation instrument	1% of annual salary
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$200 paid at the end of the school year

¹It is possible to earn for both components/requirements.

Technology Facilitators

The following are required of Technology Facilitators at Woodhill Elementary under its School Improvement Grant:

1. All Technology Facilitators will be evaluated annually and under the NCDPI Technology Facilitator Evaluation System.
2. Employees agree to remain at Woodhill at least the length of the SIG, as indicated on the signed agreement.

Component	Requirement	Financial Award
Signing Bonus	*be fully licensed *applies to retained staff and new staff	\$200.00 per month
Attendance	*less than 5 days taken for sick, personal and/or annual leave during the school year on instructional days	\$500.00 paid at the end of the school year
Performance Evaluation ¹	*show growth in at least 1 function as indicated on summative with no rating of Below Standard OR *earn ratings of at least At Standard, if being evaluated for the first time	1% of annual salary, including supplement
Performance Evaluation ¹	*Earn and/or maintain ratings of all Above Standard	2 % of annual salary, including supplement
End of Grade Test Scores (Individual Teacher)	Not Applicable	Not Applicable
End of Grade Test Scores (Grade Level)	Not Applicable	Not Applicable
End of Grade Test Scores (School)	<u>School</u> meets expected growth in both Reading and Math as indicated in EVAAS teacher value added reports.	\$1000 paid at the end of the school year

¹ It is possible to earn for both components/requirements.

Mission Possible Glossary

Communications Plan - The Mission Possible Communications Plan outlines four goals of communication, the action plan designed to achieve the goals, and the evaluation plan designed to determine goal achievement.

Contract - Each September, Mission Possible Incentive-Receiving Faculty members sign a contract that outlines the parameters of their incentives and obligations to Guilford County Schools. The purpose of the contract is to promote a clear understanding of the roles and responsibilities of each party.

Cumulative Effect - Cumulative Effect is a focus project within Mission Possible that includes all Mission Possible High School Math Teachers as well as Math Teachers from Southern and Eastern High Schools. Funded through local, federal, and foundation dollars, the primary focus of Cumulative Effect is to develop the content knowledge and pedagogical skills of High School Math Teachers.

Data Plan - The Mission Possible Data Plan details the procedures that are in place to insure that student and teacher data used to determine Performance Incentives have integrity. This plan can be found on the Incentives page of the Mission Possible webpage.

Mission Possible- Mission Possible is the name of Guilford County Schools' faculty recruitment and retention program. Funded through local, federal, and foundation dollars, Mission Possible is comprised of four major components: Compensation Incentives, Performance Accountability, Professional Development, and Structural Support.

Performance Reward - Performance rewards are bonuses paid to Mission Possible faculty who achieve student performance scores at defined levels above the district mean. For specific details on these levels, refer to the Pay Incentives page on the Mission Possible website. Performance Rewards are paid as single payments within 60 days of VAD verification

Recruiting/Retention Incentive - A recruitment/retention incentive is paid on a recurring annual basis in monthly increments for working in a qualifying position at a Mission Possible school. For specific details on the levels of recruitment/retention incentives, refer to the Pay Incentives on the Mission Possible website.

SERVE - SERVE is the agency contracted by Guilford County Schools, using federal Teacher Incentive Fund dollars, to evaluate Mission Possible.

Value Added Data (VAD) - Value Added Data is the teacher performance measure that takes into account individual student growth to determine a teacher's overall effect on student performance. The teacher's effect is compared to that of all other Guilford County Schools teachers who taught the same course in the same school year. A resulting score will yield a "Below" mean, "No Detectable Difference (NDD)" from the mean, or "Above" mean rating for each teacher. From these ratings, Mission Possible performance incentives are determined.

Mission Possible Reward Descriptions

Recruitment Reward

Mission Possible is recruiting teachers with a proven record of effectiveness. If you are an effective teacher with two or more years of above average Value Added Data, you could be eligible for a one time recruitment award of \$5,000 paid within the first 60 days of your hire!

Hard to Staff Reward

Mission Possible is always seeking applications from those who want to teach in our hardest to staff positions. These positions are defined as those with historically fewer than 10 applicants per vacancy. If you are in a Mission Possible School and are working in one of our hard to staff positions, you could be eligible for an annually recurring award ranging from \$2,500 up to \$5,000.

Individual Performance Reward

Mission Possible uses Value Added metrics as one indicator of teacher effectiveness. Using the SAS EVAAS model, teachers who receive a Value Added rating that is above average could be eligible for individual performance rewards ranging from \$2,000 up to \$15,000. These rewards are paid within 60 days of VAD verification.

School-Wide Performance Reward

Mission Possible recognizes that it takes the efforts of an entire faculty to help children achieve. When an entire school demonstrates above average school-wide Value Added Data, every employee could be eligible for a reward ranging from \$750 - \$15,000.

1% Bonus Reward

Mission Possible rewards all faculty and staff at Bonus Reward Schools with a 1% annual bonus. This bonus is paid annually in the final paycheck.

Teacher Leader Reward

Mission Possible Schools need strong teacher leaders to help students achieve. Identified teacher leaders are recognized with an annual \$2,000 reward for performing additional duties beyond their regular teaching roles. Teacher Leaders are currently in place at all of our Incentive Reward Schools. This reward is paid monthly beginning in September.

2012-13 MISSION POSSIBLE REWARD MODEL BONUS SCHOOLS

		A	B	C	D	E	F
Add it up:	Reward	Principals	Secondary Math	*EC: OCS or Adaptive, 6-8 Science, Physics, Chemistry	3 –5 Classroom Teachers, 6 -8 LA, English II, Biology	All Other Licensed Faculty	Classified Staff
Recruitment Reward							
Start with	High VAD Recruitment Reward (one time)		\$5,000		\$5,000		
+	Hard-to-Staff Position Reward (monthly)	\$5,000	\$5,000	\$5,000	\$2,500		
1% Salary Reward							
+	1% of Salary	1% of Salary	1% of Salary	1% of Salary	1% of Salary	1% of Salary	1% of Salary
Leadership Reward (20 New MP Schools Only)							
+	Teacher Leader (6 per school)		\$2,000	\$2,000	\$2,000	\$2,000	
Total Reward							
=	Minimum Reward	\$5,000 + 1% of Salary	\$5,000 + 1% of Salary	\$5,000 + 1% of Salary	\$2,500 + 1% of Salary	1% of Salary	1% of Salary
=	Maximum Reward		\$12,000 + 1% of Salary	\$7,000 + 1% of Salary	\$9,500 + 1% of Salary	\$2,000 + 1% of Salary	

* In order to qualify for the EC Hard -to-Staff Position Reward, you must be working in one of three positions:

- TCHR- EC TR AU (TEACHER OF RECORD + AUTISM)
- TCHR- EC TR ID LS (TEACHER OF RECORD + LIFE SKILLS)
- TCHR- EC TR OCS (TEACHER OF RECORD + OCCUPATIONAL COURSE OF STUDY)

These teachers are the teacher of record but do not teach the NCSCOS. Qualifying teachers must hold an Adaptive license (or the equivalent) or teach OCS with a General Curriculum license.

THE FINE PRINT

High VAD Recruitment Reward

- Reward will be paid within 60 days of the first day of report at a Mission Possible school.
- Teacher must provide proof of 2 years of above average VAD to be eligible.
- High VAD must be in the subject to be taught for 50% of instructional time.
- Elementary teachers must teach tested grades.
- Current Mission Possible or Cumulative Effect faculty are not eligible.
- Qualifying VAD Reports: Secondary Math (6-12), 4-5 Math and/or Reading, 6-8 Language Arts , English I (with previous VAD reports), English II, Biology

Hard-to-Staff Position Reward

- Reward will be paid in monthly increments.
- Must teach 50% or more of instructional time in a hard to staff position at one school.
- May not combine multiple hard-to-staff subjects or schools to reach the 50% requirement.
- Must be listed as Teacher of Record.
- Reward for faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Hard-to-Staff Position Rewards.

1% Salary Reward

- Reward will be paid one time, on an annual basis, at the last pay period for the fiscal year.
- Faculty on Leave of Absence, late hires, resignations and non-FTE (Full Time Equivalent) will be prorated.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for the 1% Salary Rewards.

Teacher Leader Reward

- Reward will be paid in monthly increments.
- Faculty member must be identified as a Teacher Leader by principal and Mission Possible Specialist.
- Reward will be prorated for Leaves of Absence, late hires, and non-FTE (Full Time Equivalent)
- Attendance at all district-wide Teacher Leader meetings and the annual Teacher Leader retreat is mandatory and failure to attend all events will disqualify a Teacher Leader from the Reward.
- Must be rated at a level of proficient or above on standards 1-5 on the most recent summative evaluation.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Teacher Leader Rewards.

Additional Expectations:

Leadership

- As a teacher leader, leadership is demonstrated through regular attendance at scheduled meetings; maintaining positive relationships with all staff; ensuring confidentiality in all matters; responding professionally in all settings; responding in a timely manner to all correspondences (i.e., emails, electronic invites, and phone calls); and communicating effectively across settings.

Instruction

- As a teacher leader, best practices should be modeled in your daily instruction; and deliberate efforts should be made to improve in areas where feedback has been provided.

Duties

- As a teacher leader, you are expected to be proactive in identifying the needs of your school and in generating solutions. Responsibilities include professional development (creating, planning, facilitating and debriefing) and peer observations

NOTE: Any overpayment of rewards must be reported immediately to both the Payroll Office and Mission Possible Office. Any employee who receives an overpayment must refund the money in full.

2012-2013 MISSION POSSIBLE REWARD MODEL INCENTIVE SCHOOLS

		A	B	C	D	E	F
Add it up:	Reward	Principals	Secondary Math	*EC: OCS or Adaptive, 6-8 Science, Physics, Chemistry	3 –5 Classroom Teachers, 6 -8 LA, English II, Biology	All Other Licensed Faculty	Classified Staff
Recruitment Reward							
Start with	High VAD Recruitment Reward (one time)		\$5,000		\$5,000		
+	Hard-to-Staff Position Reward (monthly)	\$5,000	\$5,000	\$5,000	\$2,500		
Individual VAD Performance Reward (You must have VAD to qualify)							
+	Teacher Index Range: 1 to 1.9		\$4,000		\$2,000 3-4 Teachers not eligible		
or +	Teacher Index Range: 2.0 or Higher		\$12,000		\$6,000 3-4 Teachers not eligible		
School-wide VAD Performance Reward							
+	Exceeds Expected Growth	\$15,000	\$1,500	\$1,500	\$1,500	\$1,500	\$750
Leadership Reward (20 New MP Schools Only)							
+	Teacher Leader (6 per school)		\$2,000	\$2,000	\$2,000	\$2,000	
Total Rewards							
=	Minimum Reward	\$5,000	\$5,000	\$5,000	\$2,500	\$0	\$0
=	Maximum Reward	\$20,000	\$25,500	\$8,500	\$17,000	\$3,500	\$750

* In order to qualify for the EC Hard -to-Staff Position Reward, you must be working in one of three positions:

- TCHR- EC TR AU (TEACHER OF RECORD + AUTISM)
- TCHR- EC TR ID LS (TEACHER OF RECORD + LIFE SKILLS)
- TCHR- EC TR OCS (TEACHER OF RECORD + OCCUPATIONAL COURSE OF STUDY)

These teachers are the teacher of record but do not teach the NCSCOS. Qualifying teachers must hold an Adaptive license (or the equivalent) or teach OCS with a General Curriculum license.

DATE LAST REVISED 1/7/2013

NC Department of Public Instruction
Division of School Business

THE FINE PRINT

High VAD Recruitment Reward

- Reward will be paid within 60 days of the first day of report at a Mission Possible school.
- Teacher must provide proof of 2 years of above average VAD to be eligible.
- High VAD must be in the subject to be taught for 50% of instructional time.
- Elementary teachers must teach tested grades.
- Current Mission Possible or Cumulative Effect faculty are not eligible.
- Qualifying VAD Reports: Secondary Math (6-12), 4-5 Math and/or Reading, 6-8 Language Arts , English I (with previous VAD reports), English II, Biology

Hard-to-Staff Position Reward

- Reward will be paid in monthly increments.
- Must teach 50% or more of instructional time in a hard to staff position at one school.
- May not combine multiple hard-to-staff subjects or schools to reach the 50% requirement.
- Must be listed as Teacher of Record.
- Reward for faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Hard-to-Staff Position Rewards.

Performance Reward

Value Added Data reports eligible for Individual Performance Rewards are: 5-8 ELA, 5-8 Math, Biology, English II, and Algebra I.

Individual VAD Performance Reward

- Reward will be paid within 60 days of VAD verification.
- Teachers must obtain a Teacher Index Rating of 1 or above on their individual VAD Report.
- Teacher must be rated at a level of proficient or above on standards 1-5 on the most recent summative evaluation to be eligible for Individual Performance Reward.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Individual Performance Rewards.
- 3rd and 4th grade teachers are not eligible to receive individual performance rewards.

In order to receive a Value Added Data Individual Teacher Report, s/he must:

- Be the teacher of record for that course for 140 days on a traditional schedule or 70 days in a block schedule; and
- Have 10 or more qualifying student scores per tested course. (Algebra I, Biology, English II)
- Have 6 or more qualifying student scores per tested course. (5-8 Language Arts, 5-8 Math)

In order for a student to be included in a teacher's Value Added Data Individual Teacher Report, s/he must:

- Have been enrolled in that teacher's tested course for 140 days of a traditional schedule or 70 days of a block schedule (note the difference between enrolled and attended);
- Have a minimum of three prior standardized test data points from a North Carolina or national test; and
- Have taken the NC EOG or EOC (not the NCEXTEND2) version of the course test.

Should any teacher in an individual reward earning position begin the school year with 10 or more students eligible to be included in a Teacher Value Added Data Report but end the school year without a sufficient number of eligible students needed to generate a Teacher Value Added Data Report, the teacher's summative ratings on the North Carolina Professional Teaching Standards will be used in place of VAD as an indicator of effectiveness. Ratings of "Accomplished" or higher on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 1 to 1.99 rating of one standard error above mean; ratings of "Distinguished" on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 2.0 or higher. The alternate assessment shall only be used in the event that VAD data is unavailable through no actions of the teacher.

School-Wide Performance Reward

- Reward will be paid simultaneously with individual Performance Rewards.
- School must obtain "Exceeds Expected Growth" on school-wide composite VAD report.
- Faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.
- Faculty member must be assigned to qualifying school a minimum of 50% of a full time equivalent position.
- Faculty members placed on an Action Plan or Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for School-Wide Performance Rewards.
- Teacher must be rated at a level of proficient or above on standards 1-5 on the most recent summative evaluation to be eligible for Individual Performance Reward.

Leadership Reward

- Reward will be paid in monthly increments.
- Faculty member must be identified as a Teacher Leader by principal and Mission Possible Specialist.
- Reward will be prorated for Leaves of Absence, late hires, and non-FTE (Full Time Equivalent).
- Attendance at all district-wide Teacher Leader meetings and the annual Teacher Leader retreat is mandatory and failure to attend all events will disqualify a Teacher Leader from the Reward.
- Must be rated at a level of proficient or above on standards 1-5 on the most recent summative evaluation.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Teacher Leader Rewards.

Additional Expectations:

Leadership

As a teacher leader, leadership is demonstrated through regular attendance at scheduled meetings; maintaining positive relationships with all staff; ensuring confidentiality in all matters; responding professionally in all settings; responding in a timely manner to all correspondences (i.e., emails, electronic invites, and phone calls); and communicating effectively across settings.

Instruction

As a teacher leader, best practices should be modeled in your daily instruction; and deliberate efforts should be made to improve in areas where feedback has been provided.

Duties

As a teacher leader, you are expected to be proactive in identifying the needs of your school and in generating solutions. Responsibilities include professional development (creating, planning, facilitating and debriefing) and peer observations.

NOTE: Any overpayment of rewards must be reported immediately to both the Payroll Office and Mission Possible Office. Any employee who receives an overpayment must refund the money in full.

2012-13 MISSION POSSIBLE REWARD MODEL
ORIGINAL INCENTIVE SCHOOL

		A	B	C	D	E	F
Add it up:	Reward	Principals	Secondary Math	*EC: OCS or Adaptive, 6-8 Science, Physics, Chemistry	3 –5 Classroom Teachers, 6 -8 LA, English II, Biology	All Other Licensed Faculty	Classified Staff
Recruitment Reward							
Start with	High VAD Recruitment Reward (one time)		\$5,000		\$5,000		
+	Hard-to-Staff Position Reward (monthly)	\$5,000	\$5,000	\$5,000	\$2,500		
Individual VAD Performance Reward (You must have VAD to qualify)							
+	Teacher Index Range: 1 to 1.9		\$4,000		\$2,000 3-4 Teachers not eligible		
or +	Teacher Index Range: 2.0 or Higher		\$12,000		\$6,000 3-4 Teachers not eligible		
School-wide VAD Performance Reward							
+	Exceeds Expected Growth	\$15,000	\$1,500	\$1,500	\$1,500	\$1,500	\$750
Total Rewards							
=	Minimum Reward	\$5,000	\$5,000	\$5,000	\$2,500	\$0	\$0
=	Maximum Reward	\$20,000	\$23,500	\$6,500	\$15,000	\$1,500	\$750

* In order to qualify for the EC Hard -to-Staff Position Reward, you must be working in one of three positions:

- TCHR- EC TR AU (TEACHER OF RECORD + AUTISM)
- TCHR- EC TR ID LS (TEACHER OF RECORD + LIFE SKILLS)
- TCHR- EC TR OCS (TEACHER OF RECORD + OCCUPATIONAL COURSE OF STUDY)

These teachers are the teacher of record but do not teach the NCSCOS. Qualifying teachers must hold an Adaptive license (or the equivalent) or teach OCS with a General Curriculum license.

THE FINE PRINT

High VAD Recruitment Reward

- Reward will be paid within 60 days of the first day of report at a Mission Possible school.
- Teacher must provide proof of 2 years of above average VAD to be eligible.
- High VAD must be in the subject to be taught for 50% of instructional time.
- Elementary teachers must teach tested grades.
- Current Mission Possible or Cumulative Effect faculty are not eligible.
- Qualifying VAD Reports: Secondary Math (6-12), 4-5 Math and/or Reading, 6-8 Language Arts , English I (with previous VAD reports), English II, Biology

Hard-to-Staff Position Reward

- Reward will be paid in monthly increments.
- Must teach 50% or more of instructional time in a hard to staff position at one school.
- May not combine multiple hard-to-staff subjects or schools to reach the 50% requirement.
- Must be listed as Teacher of Record.
- Reward for faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Hard-to-Staff Position Rewards.

Performance Rewards

Value Added Data reports eligible for Individual Performance Rewards are: 5-8 ELA, 5-8 Math, Biology, English II, and Algebra I.

Individual VAD Performance Reward

- Reward will be paid within 60 days of VAD verification.
- Teachers must obtain a Teacher Index Rating of 1 or above on their individual VAD Report.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Individual Performance Rewards.
- 3rd and 4th grade teachers are not eligible to receive individual performance rewards.

In order to receive a Value Added Data Individual Teacher Report, s/he must:

- Be the teacher of record for that course for 140 days on a traditional schedule or 70 days on a block schedule; and
- Have 10 or more qualifying student scores per tested course. (Algebra I, Biology, English II)
- Have 6 or more qualifying student scores per tested course. (5-8 Language Arts, 5-8 Math)

In order for a student to be included in a teacher's Value Added Data Individual Teacher Report, s/he must:

- Have been enrolled in that teacher's tested course for 140 days of a traditional schedule or 70 days of in block schedule (note the difference between enrolled and attended);
- Have a minimum of three prior standardized test data points from a North Carolina or national test; and
- Have taken the NC EOG or EOC (not the NCEXTEND2) version of the course test.

Should any teacher in an individual reward earning position begin the school year with 10 or more students eligible to be included in a Teacher Value Added Data Report but end the school year without a sufficient number of eligible students needed to generate a Teacher Value Added Data Report, the teacher's summative ratings on the North Carolina Professional Teaching Standards will be used in place of VAD as an indicator of effectiveness. Ratings of "Accomplished" or higher on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 1 to 1.99 rating of one standard error above mean; ratings of "Distinguished" on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 2.0 or higher. The alternate assessment shall only be used in the event that VAD data is unavailable through no actions of the teacher.

School-Wide Performance Reward

- Reward will be paid simultaneously with individual Performance Rewards.
- School must obtain "Exceeds Expected Growth" on school-wide composite VAD report.
- Faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.
- Faculty member must be assigned to qualifying school a minimum of 50% of a full time equivalent position.
- Faculty members placed on an Action Plan or Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for School-Wide Performance Rewards.

NOTE: Any overpayment of rewards must be reported immediately to both the Payroll Office and Mission Possible Office. Any employee who receives and overpayment must refund the money in full.

2012-2013 MISSION POSSIBLE REWARD MODEL CUMULATIVE EFFECT SCHOOLS

		B
Add it up:	Reward	Secondary Math
Recruitment Reward		
Start with	High VAD Recruitment Reward (one time)	\$5,000
+	Hard-to-Staff Position Reward (monthly)	\$5,000
Individual VAD Performance Reward (You must have VAD to qualify)		
+	Teacher Index Range: 1 to 1.9	\$4,000
or +	Teacher Index Range: 2.0 or Higher	\$12,000
Total Rewards		
=	Minimum Reward	\$5,000
=	Maximum Reward	\$22,000

THE FINE PRINT

High VAD Recruitment Reward

- Reward will be paid within 60 days of the first day of report at a Mission Possible school.
- Teacher must provide proof of 2 years of above average VAD to be eligible.
- High VAD must be in the subject to be taught for 50% of instructional time.
- Current Mission Possible or Cumulative Effect faculty are not eligible.

Hard-to-Staff Position Reward

- Reward will be paid in monthly increments.
- Must teach 50% or more of instructional time in a hard to staff position at one school.
- May not combine multiple hard-to-staff subjects to reach the 50% requirement.
- Must be listed as Teacher of Record.
- Reward for faculty on Leave of Absence, late hires, and non-FTE (Full Time Equivalent) will be prorated.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Hard-to-Staff Position Rewards.

Performance Reward

Value Added Data reports eligible for Individual Performance Rewards are: Algebra I ONLY.

Individual VAD Performance Reward

- Reward will be paid within 60 days of VAD verification.
- Teachers must obtain a Teacher Index Rating of 1 or above on their individual VAD Report.
- Faculty members placed on a Directed Growth Plan during the school year for which the Reward may be applicable **are not eligible** for Individual Performance Rewards.

In order to receive a Value Added Data Individual Teacher Report, s/he must:

- Be the teacher of record for that course for 140 days on a traditional schedule or 70 days on a block schedule; and
- Have 10 or more qualifying student scores per tested course.

In order for a student to be included in a teacher's Value Added Data Individual Teacher Report, s/he must:

- Have been enrolled in that teacher's tested course for 140 days of a traditional schedule or 70 days of in block schedule (note the difference between enrolled and attended);
- Have a minimum of three prior standardized test data points from a North Carolina or national test; and
- Have taken the NC EOC (not the NCEXTEND2) version of the course test.

Should any teacher in an individual reward earning position begin the school year with 10 or more students eligible to be included in a Teacher Value Added Data Report but end the school year without a sufficient number of eligible students needed to generate a Teacher Value Added Data Report, the teacher's summative ratings on the North Carolina Professional Teaching Standards will be used in place of VAD as an indicator of effectiveness. Ratings of "Accomplished" or higher on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 1 to 1.99 rating of one standard error above mean; ratings of "Distinguished" on Standards 1-5 will be considered the equivalent of a Teacher Index Rating of 2.0 or higher. The alternate assessment shall only be used in the event that VAD data is unavailable through no actions of the teacher.

NOTE: Any overpayment of rewards must be reported immediately to both the Payroll Office and Mission Possible Office. Any employee who receives an overpayment must refund the money in full.

THE HEAD *of* CLASS PROJECT

*Achieving academic goals,
enhancing student performance.*

Special called Board Meeting
LEE COUNTY SCHOOL SYSTEM

Deep River Elementary School

August 26, 2010

THE HEAD of CLASS PROJECT

*Achieving academic goals,
enhancing student performance.*

- That LCEF develop an incentive award of \$50,000 annually to the faculty and staff of 1 elementary school;
- That the award will be based on the performance of annual testing as administered and compiled by the North Carolina Department of Public Instruction (NCDPI);
- That each employee, full and part time of the winning school will receive compensation and that additional units will be awarded to teachers and principals, the award will be divided by the total units at the winning school and then distributed;

THE HEAD of CLASS PROJECT

*Achieving academic goals,
enhancing student performance.*

- That the purpose of this award is to reinforce the hard work necessary to improve the academic performance of Lee County Students as measured by the annual testing done by NCDPI;
- That subsequent to approval by all key stakeholders, the award will be announced publicly August 26, 2010.
- That the 1st award will be given at the start of the 2011-2012 school year once the NCDPI data is certified.

Point Summary from 2009-2010 data

- **AYP Percent:** Percentage of Subgroups making AYP target goals met. Each percent= 1 point. Maximum points= 100.
- **ABC Composite Percent:** ABC composite score. Each percent = 1point. Maximum points=100.
- **Free reduced lunch percent:** Percent of students who qualify for free/reduced lunch. Each percent=1point. Maximum points =100.
- **Percent Increase in ABC composite:** 2009-010 ABC Composite Score-2008-09 ABC composite Score. Each percent increase= 1point.
- **ABC expected growth:** 10 points for becoming an ABC expected growth school.
- **ABC high growth:** 20 points for becoming an ABC high growth school.
- **School of Distinction:** 15 points for achieving School of Distinction. Schools with >60% Free/Reduced Lunch 25 points.
- **School of Excellence:** 25 points for achieving School of Excellence. Schools with >60% Free/Reduced Lunch 35 points.

Lee County Education Foundation Project

Proposed Point System as applied to LCSS 2009-10 Data

[illegible]

Distribution of Cash Award

Given the importance of the principal and teacher, but also given consideration to the importance of support personnel in creating a successful learning environment, the following census shows how an large teacher/staff census school would distribute the award:

•	1	Principal	2.00 Units
•	1	Assistant Principal	1.75 Units
•	33	Certified Teachers	1.50 Units
•	17	Certified Instructional Support Personnel (includes music teacher, art teacher, p.e. teacher, ESL teachers, EC teachers, and guidance counselor)	1.50 Units
•	17	Teacher Assistants	1.00 Units
•	3	Office Support	.50 Units
•	4	Custodians	.50 Units
•	6	Cafeteria Workers	.50 Units

This census yields 102.25 units which would equate to \$489.00 per unit being awarded. This would give the teachers \$733.50

LCEF Committee

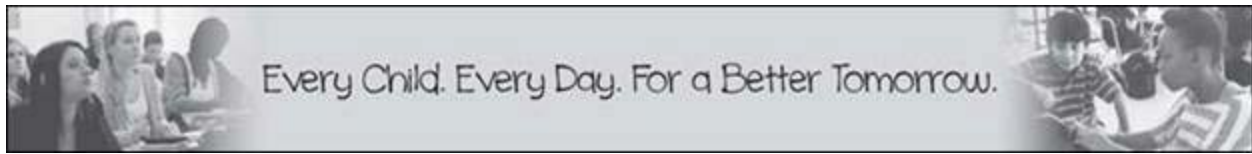
Lee County Education Foundation Funding Priorities Committee

- Kirk Bradley, Chair
- Karen Foushee-Cameron
- Mark Davenport
- Vicki Haislip
- Rex Scott
- Dennis Wicker
- Sam Wornom
- Kel Normann, LCEF Chair
- Ellen Mangum, BOE

THE HEAD *of* CLASS PROJECT

*Achieving academic goals,
enhancing student performance.*

Dr. Carol Chappell's data driven focus was essential to our being able to develop the proposed framework. The committee is grateful for her wisdom and counsel, which was essential to our developing this innovative framework for incentive compensation.



House Bill 950 invited districts across the state to submit performance-based pay plans. All of us in Charlotte-Mecklenburg Schools were grateful for the opportunity to have teacher and district input on such a critical area of public education. We have invested much time and effort in discussing what a sensible performance-based pay structure should entail, led by a team of teachers who engaged in a series of learning sessions and design work.

Our Teacher Compensation Task Force has studied various teacher compensation models from around the country. It has also actively sought feedback from teachers, administrators and other stakeholders.

What our work showed us was that this is a complex arena, one that we could not fully navigate by the March 1 deadline. Therefore, we do not yet have a model to send to you. But as a result of our work, we have developed a general framework of principles that we believe should be part of any pay-for-performance plan. These are:

- Do the design work of teacher compensation models “with” teachers and not “to” them.
- Growth, capacity and opportunity to recognize and value teacher quality and leadership should inform compensation and should be built at each school.
- Compensate, rather than reward, teachers for all of the work they do, such as learning, mentoring and leading.
- Allow teachers some choices within any compensation structure by establishing opt-in and opt-out provisions for veteran teachers.

We are continuing to work on developing a compensation model for teachers and we will share that model with you when it is complete. This is very important work. Teacher compensation is an essential part of strengthening public education. How to fairly compensate teachers in a way that keeps outstanding teachers in the classroom and in public education is likely to be a continuing conversation -- not only in North Carolina but in the entire country.

We have also prepared a video about this work, which can be accessed [here](#). In addition, we are attaching the PowerPoint presentation given to our Charlotte-Mecklenburg Board of Education on Feb. 26, and which provides a more detailed explanation of the bullet points above.

As the state’s second-largest district, and as a district recognized nationally for innovation in many areas, we want to continue to participate in this work at the state level as well as locally. We will continue to share our work on this with you and welcome any feedback you may have.

**New Hanover County Schools
Teacher Incentive Plans
2012-2013**

Sunset and Snipes Elementary Schools

Teacher Incentive Plan (TIP)

The Teacher Incentive Plan (TIP) provides incentive pay to teachers at Sunset and Snipes Elementary Schools for their contributions to student achievement and their willingness to take on challenging assignments.

The TIP Program has three primary objectives:

1. To link teacher compensation more closely with individual student achievement and school-wide growth.
2. To reward and recognize teachers for meeting and exceeding expectations.
3. To enable the schools to attract and retain the most qualified and effective teachers.

The TIP Program provides school staff with two ways to earn monetary incentives for performance:

1. By increasing overall school performance.

School Wide Achievement Bonus

Bonus	Required School Percent Proficiency
Tier I \$750	Meet 75% School Proficiency
Tier II \$1,250	Meet 80% School Proficiency
Tier III \$2,000	Meet 90% School Proficiency

Bonus for certified staff (including counselor, social worker, media coordinator etc) excluding administration

2. By increasing individual student growth.

Individual Teacher Achievement Bonus (Grades 4 & 5)

Bonus	Required Individual Student Growth
Tier I \$750	70% Meet or exceed growth
Tier II \$1,250	80% Meet or exceed growth
Tier III \$2,000	90% Meet or exceed growth

Bonus for growth in both reading and math

3. By 70% (or higher) of the teacher's students scoring at or above Level III on their Reading and Math End of Grade Tests.

Individual Teacher Achievement Bonus (Grades 3)

Bonus	Required Student Proficiency
Tier I \$750	70% At or Above Level III
Tier II \$1,250	80% At or Above Level III
Tier III \$2,000	90% At or Above Level III

Bonus for proficiency in both reading and math

The performance bonus will be paid to teachers at the start of the next school year 2013-2014. (The teacher must continue to teach at the school to receive the bonus in September 2013.)

If a staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This applies to staff members who leave NHCS and ones transferring to another NHCS school.

Proficiency (Grade 3) – 70% of the teacher's students must score at or above Level III on their Reading and Math End of Grade Tests (see chart above).

Virgo Urban Preparatory School

Virgo Incentive Plan (VIP)

New Hanover County Schools (NHCS) has embarked on a bold journey to create an urban preparatory school which enables all students to achieve their full academic potential in a safe and secure environment. In order to accomplish this goal, the school system will provide and support a professional and qualified teaching force which mirrors the rich diversity of our community and evokes pride and commitment among our citizens and stakeholders.

While curriculum, facilities and other parts of a school are very important, we recognize that teachers and the skills they bring to their classrooms comprise the single most important factor necessary for student achievement and growth. We know that making a significant investment in our teachers will pay the greatest dividends to the students we serve.

The Virgo Incentive Plan (VIP) will enable the school system to pay teachers for their contributions to student achievement and their willingness to take on challenging assignments. VIP is particularly distinctive because the school system will partner with outside agencies and stakeholders to develop the concept, build and test the implementation details, and make modifications for continuous improvement.

VIP has three primary objectives:

4. To link teacher compensation more closely with the school's instructional goals.
5. To reward and recognize teachers for meeting and exceeding expectations.
6. To enable the school to attract and retain the most qualified and effective teachers.

VIP is designed to attract and retain teachers who demonstrate high levels of accomplishment. The system provides three major benefits to teachers:

- **Balance:** It ensures that no single component, including student growth, has an unreasonable effect on a teacher's compensation.
- **Opportunity:** Teachers will be able to increase their compensation over time.
- **Accountability:** Elements in the new system are closely tied to factors that increase student achievement.

Earning Incentives

VIP teachers have four ways to earn incentives:

1. By demonstrating the ability to help their students grow academically.
2. By increasing overall school performance.
3. By advancing their own professional knowledge and skills.
4. By being selected for transfer into the school.

The VIP provides school staff with four ways to earn monetary incentives:

1. By increasing overall school performance.

School Wide Achievement Bonus

Bonus	Required School Percent Proficiency
Tier I \$750	Meet 75% School Proficiency
Tier II \$1,250	Meet 80% School Proficiency
Tier III \$2,000	Meet 90% School Proficiency

2. By increasing individual student growth.

Individual Teacher Achievement Bonus

Bonus	Required Individual Student Growth
Tier I \$750	65% Meet or exceed growth
Tier II \$1,250	75% Meet or exceed growth
Tier III \$2,000	85% Meet or exceed growth

3. By being selected for hire or transfer into the school.

Certified Staff Hiring Bonus: \$2,300 (all certified staff excluding administration)
Classified Support Staff Bonus \$500 (all classified staff onetime signing bonus)

4. Earning Retention Incentives

A certified staff hiring bonus will be paid in one lump sum when a staff member is hired. To retain this incentive in subsequent years of employment at the school, teachers must be rated accomplished in two of the following Standards II, III, IV, VI and proficient or better on the remaining Standards.

If teachers continue to earn this incentive after their first year of employment at the school, the incentive will be paid in monthly installments. Teachers rated at developing on any Standard will not receive the continuing incentive pay. All other certified personnel at the school must be rated at an above standard level on all areas of their evaluation in order to continue to receive the yearly incentive.

Lake Forrest Academy and Lakeside High School

Retention Bonus

The School System recognizes that teaching at Lake Forest Academy and Lakeside High School represents a significant challenge in providing high level academic and social support to our students. In order to retain high quality teachers at these two schools, teachers receive an additional retention bonus of \$2280 per year.

Northampton County Schools Performance Incentive Pay Plan

Revised September 13, 2012

A reward mechanism for educators guiding growth and Adequate Yearly Progress/AMO for 2011-2012

Guidelines

- Only full-time certified principals, assistant principals, and teachers who were under contract for the ENTIRE 2011-2012 academic year are eligible for the LICENSED incentive plan. Those hired AFTER January 25, 2012 are eligible for HALF of the amount awarded to those licensed personnel who were employed for the entire year.
- Child nutrition workers, teacher assistants, custodians, and bus drivers are eligible to receive a stipend of \$250 if the school made "High Growth & Annual Measurable Objectives/AYP", \$200 if the school met "High Growth" OR Annual Measurable Objectives ONLY, \$150 if the school "Met Growth AND Annual Measurable Objectives," & \$100 if the school either "Met Growth" OR "Annual Measurable Objectives." As with the licensed personnel, those classified staff who were employed for the entire school year are eligible to receive the full bonus amount. Personnel hired after January 25, 2012 are eligible for half.

Administrative Pay Plan

- **Tier 1 Principals:** \$1,000.00 awarded to principals, regardless of grade level, if their instructional leadership guided the school to meet BOTH **"HIGH GROWTH AND ANNUAL MEASURABLE OBJECTIVES"**
- **Tier 2 Principals:** \$500 awarded to principals, regardless of grade level, if their instructional leadership guided the school to meet **"HIGH GROWTH OR ANNUAL MEASURABLE OBJECTIVES"**
- **Tier 3 Principals:** \$350 awarded to principals, regardless of grade level, if their instructional leadership guided the school to **"MET GROWTH AND ANNUAL MEASURABLE OBJECTIVES"**
- **Tier 4 Principals:** \$200 awarded to principals, regardless of grade level, if their instructional leadership guided the school to either **"MET GROWTH" OR "ANNUAL MEASURABLE OBJECTIVES"**
- **Tier 1 Assistant Principals** are eligible to receive \$500.00
- **Tier 2 Assistant Principals** are eligible to receive \$400.00
- **Tier 3 Assistant Principals** are eligible to receive \$300.00
- **Tier 4 Assistant Principals** are eligible to receive \$200.00

Instructional Staff Pay Plan

- **All certified teachers in Tier 1 schools** are eligible to receive a performance bonus of \$500.00, regardless of content area OR whether THEIR students were assessed and made growth or high growth.
- **All certified teachers in Tier 2 schools** are eligible to receive a performance bonus of \$400.00, regardless of content area OR whether THEIR students were assessed and made growth or high growth.
- **All certified teachers in Tier 3 schools** are eligible to receive a performance bonus of up to \$300.00, regardless of content area OR whether THEIR students made growth.
- **All certified teachers in Tier 4 schools** are eligible to receive a performance bonus of up to \$200.00, regardless of content area OR whether THEIR students made growth.

Preliminary Totals for NCS

LEA Code	System	School Code	School	Grade Span	Met Expected	Met High	Perf. Comp.	Spec. Cond.	ABCs Status	Met All AMO Targets	AMO Code	Type
660	Northampton County Schools	306	Central Elementary	PK-4	No	No	56.7	~	Pri	No		R
660	Northampton County Schools	308	Conway Middle	5-8	No	No	64.3	~	NR	No		R
660	Northampton County Schools	320	Gaston Elementary	2-6	Yes	Yes	61.2	~	Pro Hgh	No		R
660	Northampton County Schools	334	Northampton County Alternative	K-12	Yes	Yes	32.8	~	Hgh	Yes	SE	A
660	Northampton County Schools	336	Northampton High East	9-12	Yes	Yes	84	~	Dst Hgh	Yes	SH	R
660	Northampton County Schools	356	Squire Elementary	PK-1	Yes	Yes		1	Pro Hgh	No		R
660	Northampton County Schools	360	Willis Hare Elementary	PK-4	Yes	Yes	64	~	Pro Hgh	No		R
660	Northampton County Schools	700	NCHS-West Stem High	7-12	Yes	No	66.7	~	Pro Exp	No		R

[DPI HOME](#) [ABOUT DPI](#) [STATE OF NC](#) [DRIVING DIRECTIONS](#) [LEGAL NOTICES](#) [CONTACT US](#)

Central Elementary School: Ineligible to receive incentives

Conway Middle School: Ineligible to receive incentives

Gaston Elementary School: Tier Two School: Administrative pay = \$1,750.00. Teacher pay is \$15,000 (\$750 x 20 teachers). Teacher Assistants pay is \$1,500 (300 x 5 TA's). Child Nutrition & Custodial pay is \$1,500 (\$300 x 5 child nutrition and 2 custodial workers). Total for Gaston Elementary School: \$18,000

Northampton County Alternative School: Tier 1 School: Administrative pay is \$5,000. Teacher pay is \$7,000. Teacher Assistant pay is \$400.00. Custodial pay is \$400.00 Total for NC Alternative School: \$12,800.00

NCHS-East: Tier 1 School. Administrative pay is \$7,000. Teacher pay is \$47,000 (estimated). Teacher Assistant pay is \$4,000 (estimated). Custodial/Child Nutrition pay is \$2,800 (estimated). Total for NCHS-East: \$60,800.00

Squire ES: Tier 2 School. Administrative pay is \$1,000. Teacher pay is \$10,500. Teacher asst pay is \$4,200. Custodial/Child Nutrition pay is \$1,200. Total for Squire Elementary: \$15,900.

Willis Hare Elementary School: Tier 2 School. Administrative Pay is \$1,750. Teacher pay is \$17,250. Teacher Assistant pay is \$3,300. Custodial/Child Nutrition pay is \$1,800. Total for Willis Hare Elementary: \$24,100

NCHS-West: Tier 4 School: Administrative Pay is \$850.00. Teacher Pay* is 5,950. Teacher Asst. Pay * is \$1,000. Custodial/Child Nutrition pay* is \$1,000. Total for NCHS-West is \$8,800.

***Denotes using figures from Gaston Middle School, formerly NCHS-West.**

Total incentive payout for 2011-2012: \$140,400.00

(this total EXCLUDES bus drivers, whose data was unavailable for the report)

SAMPLE December 2012 Christmas Bonus Pay Proposal For NCS Employees

Purpose: To financially reward employees of the Northampton County Schools for their solid contributions thus far toward the educational experience of our students and the fulfillment of district & school-wide goals and objectives.

Definitions:

School-Based Certified Staff Member: A staff member operating in a position where the incumbent is required to hold, is eligible to hold, or is in pursuit of, applicable licensure qualifying him/her for the position in which he/she holds. Examples of this are principal, assistant principal, classroom teacher

School-Based Classified Staff Member: A staff member who does not occupy a position within the school setting requiring North Carolina Professional Licensure. Examples of this are custodian, cafeteria worker, instructional assistant, behavior interventionist, bus driver.

District Office Personnel/Certified: Personnel assigned to various and sundry district office and/or school-based capacities who possess, are in pursuit of, or eligible to possess, North Carolina Licensure. Examples of these persons are Speech Language Pathologists, School Social Workers, Directors, and Mentors.

District Office Personnel/Classified: Personnel assigned to various and sundry district office capacities that do not require North Carolina Licensure. Examples are maintenance worker, records managers, warehouse workers, and mechanics.

District Office Personnel/Other: Personnel assigned to specific duties within the district office that are exempt from licensure requirements, but who hold a degree, such as accountants, technology/programmer, & district athletic director.

Contract Term: Those persons employed by the Northampton County Schools on a continuous, uninterrupted basis from **August 20, 2012 to December 3, 2012 are eligible for the full bonus amount. Staff hired after August 20 will have their amounts pro-rated based upon date of hire.**

One-Time Holiday Bonus Plan (reflects 20% increase as discussed in 12/3 BOE meeting)

Principals:	$\$600.00 \times 8 = \$4,800.00$
Assistant Principals:	$\$300.00 \times 6 = \$1,800.00$
School Based Certified Teachers:	$\$240.00 \times 175 \text{ (est.) } \$42,000.00$
School Based Classified Personnel:	$\$120.00 \times 30 \text{ (est.) } \$3,600$
District Office Certified:	$\$240.00 \times 18 \text{ (est.) } \$4,320.00$
District Office Classified:	$\$120.00 \times 28 \text{ (est.) } \$3,360.00$
District Office Other:	$\$120.00 \times 3 = \360.00
Grand Total:	\$60,240.00 (estimated-does not include all bus drivers/café staff)

Hans D. Lassiter, Northampton County Schools
Attachment: NCS Personnel Listing

Onslow County Schools

Pay for Excellence Plan

Eligibility:

1. Must be a permanent licensed staff member during the year of evaluation; and have remained employed with Onslow County Schools the following year through the time of this payment. (Interim employees are excluded)
2. Must have received a rating of at least “Proficient” on all other standards on the North Carolina Evaluation Instrument.
3. All eligible school based staff must have an attendance rate of 95% or better on student days during the year of evaluation.

Payment Frequency:

One time bonus payment made after data and funds are available.

*Exceeds Expected Student Growth				**Additional Academic Responsibilities	
Individual (teacher only)		***School			
Yes	No	Yes	No	Yes	No
\$3000	\$0	\$3000	\$0	\$500	\$0

*Provided by Teacher Effectiveness EVAAS

** Approved by the Principal

*** All licensed staff (Teachers, Principal, AP, media, guidance, etc.)

Amounts are subject to change based on availability of funds.

RCS Employee Incentives

Teacher Salary Supplement

Each licensed teacher receives 5% of their annual salary as a supplement. Beginning teachers in Rockingham County will have the opportunity to receive their yearly supplement of 5% in advance.

Principal Salary Supplement

Principals receive a salary supplement at the following rates.

- Elementary -6.5%
- Middle – 8%
- High School- 13%

Signing Bonus

Beginning teachers in Rockingham County who are employed (to work full time for the entire year) to teach higher level Mathematics, Science, Foreign Language at the high school level and Exceptional Children's teachers at all levels will receive a signing bonus of \$2500.00. \$700.00 is provided the first payday and the remaining amount spread over the next 9 months of employment with the district. Contact Human Resources for details.

Tax Sheltered Annuities

Tax sheltered annuities are available for Rockingham County Schools' employees.

Cafeteria Benefits Plan

Rockingham County Schools offers to all full-time employees a comprehensive Cafeteria Benefits Program. This program allows employees to save money for non-reimbursed medical expenses, day-care expenses, vision, dental and cancer expenses with pre-tax dollars.

Life Insurance

The Board of Education offers to all permanent, full-time employees a basic group life insurance of \$8,000 upon employment. Employees may purchase additional coverage up to \$250,000.00.

State Paid Health Insurance Plan

Through a plan paid for by the state, employees receive a health insurance plan at no cost. Family plans can be added at an additional cost to employees.

First-Year Teacher Orientation

Rockingham County Schools Provides new teachers with assistance in preparing for the beginning of school with a three day orientation process.

Mentor Program

Mentors are assigned to all novice teachers. Mentors provide help in all instructional areas.

North Carolina Retirement System

Each full-time employee is a member of one of the best retirement systems in the nation.

STAR CARD

More than 70 businesses, county-wide, offer discounts ranging from 10%-20% off for goods and services for Rockingham County Schools' employees.

Wachovia Principal of the Year

Each year Wachovia Bank honors the system's "Principal of the Year." This principal is chosen by his/her peers and represents the system in regional and state competition.

Teacher of the Year

Each year a "Teacher of the Year" is chosen to represent the system in regional and state competition. In 2003, one of our own, Allison Ormond, was chosen as North Carolina's Teacher of the Year.



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Henderson Independent High School
Proposed Incentive Program 2011 – 2013

Rationale:

"If we are to put an end to stubborn cycles of poverty and social failure, and put our country on track for long-term economic prosperity, we must address the needs of children who have long been ignored and marginalized in chronically low-achieving schools....Our goal is to turn around the 5,000 lowest performing schools over the next five years, as part of our overall strategy for dramatically reducing the dropout rate, improving high school graduation rates, and increasing the number of students who graduate prepared for success in college and the workplace."

*Arne Duncan
Secretary of Education
August 2009*

1. On June 21st, 2011 George Hancock who oversees the School Improvement Grant initiative for North Carolina visited Rowan-Salisbury Schools to review the district's compliance with the directives of both the Federal and State Departments of Instruction. It was during this 3 hour review that he noted that the school district was not in direct compliance with the initiative because the district was not using a part of the funding to "attract and retain" the best and brightest teachers for Henderson Independent High School. He also noted that HIHS had a large percentage of vacancies that went unfilled during the 2010-11 school year and a larger number of vacancies were currently posted for the 2011-12 school year.
2. In March 2011, the North Carolina Department of Instruction sent out a newsletter to districts receiving SIG funding which, in part, detailed the two often-missed key elements that LEAs and SIG schools need to implement:
 1. Increased learning time for ALL students in the school
 - i. The School Improvement Grant team within the district is working on insuring that increased learning time for all students at HIHS is observed for the 2011-12 school year in order to be compliant.
 2. Use of financial incentives to recruit and retain staff

- i. Currently, Rowan-Salisbury Schools is providing no incentive pay to classified / certified staff employed at Henderson Independent High School which is one of the 24 schools to receive this funding for the 2010-11 school year.
- ii. NCDPI has identified two school systems (Guilford and Gaston County Schools) that implemented an incentive pay plan immediately upon receiving funding for year 1 and encouraged the RSS – SIG team to contact them when creating the new district plan.
- iii. An incentive pay plan proposal has been developed and is a hybrid of the Guilford and Gaston County plans. This proposal, if approved, would go into immediate effect in order to be in compliance with the Department of Public Instruction's directive of incorporating the plan into the revised SIG plan for 2011-12.

The incentive pay plan proposal submitted for review and approval would include the following expectations / understandings:

- Incentive pay will be offered to all eligible employees and is weighted in favor of employees who have direct involvement with and/or accountability for End of Course testing, Supervision, and Value-Added Data:
 - Incentive pay is for existing staff and any new hires, and they would agree to stay at HIHS for the duration of the grant.
 - To be eligible, a staff member must not be on a Directed Growth Plan (Action Plan)
 - Recruitment / Retention Incentives will be paid in equal monthly installments
 - Performance Incentives will be paid at the close of the school year following data being processed
 - Extended Time Incentives will be paid to licensed staff involved with and responsible for student learning and expected to work an extended day
 - Additional funding from the grant will be available for incidental pay to school staff, i.e., summer employment for school planning, teacher leaders, etc.
 - Recruitment / Retention compensation will be distributed as \$2,500 for signing on to teach at HIHS and \$2,500 for the additional time commitment required of all instructional / certified staff.
 - Administrative walk-thru's, formal and informal observations will provide evidence of implementation of training, progress towards goals, and use of staff development and will be documented in both teacher growth plans and evaluative data. Periodic conferences with teachers, both independently and collectively will provide regular feedback regarding progress towards goals and initiatives.

- Part of the purpose of this initiative is to staff each classroom with a strong teacher with demonstrated instructional effectiveness. Teachers at HIHS should expect increased observations (both formal and informal) by both school and Central Office administrators. Regular reviews of strategies will be performed by administration and feedback provided to staff. Teachers who elect to apply for and are hired to work at Henderson must commit to remaining at the school through the duration of the grant, failure to do so may result in repayment of Recruitment / Retention pay. In addition, school and Central Office administrators will make recommendations at the close of the semester/school year regarding who will be recommended to return. Those teachers not recommended to remain on staff will have the opportunity to apply to other open positions within the district.
- Incentive Pay will be in effect through the duration of the grant (September 2013)

3. School Improvement Grant Specific Goals (Measurable Outcomes):

- Graduation Rate Goal (\$500): 2009-10 Baseline = 10.5%. Increase by 50% per school year in order to get Pay for Performance incentive:

2009 - 2010 Baseline	2010 - 2011	2011 - 2012	2012 - 2013
(4 Year Cohort) 10.5%	(+5.25) = 15.75%	(+7.88) = 23.65%	(+11.83) = 35.48%
(5 Year Cohort) 12.5%	(+6.25) = 18.75%	(+9.38) = 28.13%	(+14.07) = 42.20%

- Staff Attendance Goal (\$500): In order to receive the Pay for Performance incentive for the staff attendance goal, a staff member would use less than 5 sick / vacation leave days out of a possible 180 student days. This would convert to being present 97% of the school year which is a higher attendance rate than the district average.

2009-10 Baseline (Actual)	2010 – 2011 (Actual)	2011 – 2012 (Goal)	2012 – 2013 (Goal)
		97%	97%

- Student Attendance Goal (\$500): Increase student attendance at year-end to at or above 85% which would be a consistent 5% gain over the baseline year of 2009 - 10:

2009-10 Baseline	2010 - 2011	2011 – 2012	2012 – 2013
81.2%	78.6% (Actual)	85% (Goal)	85% (Goal)

- Student Discipline Goal \$500: Decrease in overall discipline referrals by 10% annually, using the 2009 – 10 school year as the baseline:

2009-10 Baseline	2010 - 2011	2011 – 2012	2012 – 2013

- Student Dropout Goal (\$500): Decrease the number of students dropping out of school by 10% annually using the 2009 – 10 school year as the baseline:

2009-10 Baseline	2010 – 2011 (Goal)	2011 – 2012 (Goal)	2012 – 2013 (Goal)
36.5%	32.85%	29.56%	26.60%

Henderson Independent High School
Proposed Incentive Program 2011 – 2013

Incentive	Principal / SIG Coordinator	Assistant Principal	Algebra I	Exceptional Children	English 9	All Other Teachers	Non- Teaching Licensed Faculty	Classified Staff
~ SIG GOAL FOCUSED POSITIONS / HIGHLY IMPACTED SCHOOL RECRUITMENT INCENTIVES ~								
Recruitment / Retention Incentives (To be paid annually by equal monthly installments):								
SIG Focused Positions Incentive	\$5,000	n/a	\$2,500	n/a	\$2,500	n/a	n/a	n/a
Highly Impacted School Recruitment Incentive	\$5,000	\$5,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$500
~ EXTENDED DAY INCENTIVES ~								
Extended Day (To be paid annually by equal monthly installments):								
Extended Time Incentive	n/a	n/a	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	n/a
Total Annual Incentives:	\$10,000 Principal Only	\$5,000	\$7,500	\$5,000	\$7,500	\$5,000	\$5,000	\$500
~ PAY FOR PERFORMANCE INCENTIVES ~								
Teacher Performance Incentive (To be paid at the close of each semester after EOC scores have been verified):								
Annual SIG EOC Goals Met	n/a	n/a	\$1,500	n/a	\$1,500	n/a	n/a	n/a
School-wide Performance Incentive (To be paid annually at the close of the school year after Value-Added Data scores have been calculated):								
Above Average Value-Added Data School Composite	\$4,000	\$3,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$500
School Improvement Grant Specific Goals (To be paid annually at the close of the school year after all SIG goals have been assessed):								
Graduation Rate Goal Met	\$1,000	\$500	\$500	\$500	\$500	\$500	\$500	n/a
Staff Attendance Goal Met	\$1,000	\$500	\$500	\$500	\$500	\$500	\$500	\$500
Student Attendance Goal Met	\$1,000	\$500	\$500	\$500	\$500	\$500	\$500	n/a
Student Discipline Goal Met	\$1,000	\$500	\$500	\$500	\$500	\$500	\$500	n/a
Dropout Goal Met	\$1,000	\$500	\$500	\$500	\$500	\$500	\$500	n/a
Total Possible Pay for Performance Incentives:	\$8,500	\$5,500	\$5,000	\$3,500	\$5,000	\$3,500	\$3,500	\$1,000
SIG Total Incentives:								
Minimum Incentives	\$10,000	\$5,000	\$7,500	\$5,000	\$7,500	\$5,000	\$5,000	\$500

Maximum Incentives	\$18,500 (P) \$8,500 (C)	\$10,500	\$12,500	\$8,500	\$12,500	\$8,500	\$8,500	\$1,500
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HIHS Position / Staff Listing & Incentive Pay Totals

Job Title	Recruitment / Retention: Pay (Minimum)	Performance Pay: (Potential)	Total: (Minimum + Potential)
8th Grade LA / Social Studies	\$5,000	\$3,000	\$8,000
8th Grade Math/Science	\$5,000	\$3,000	\$8,000
Alternative to Suspension	\$5,000	\$3,000	\$8,000
Assistant Principal	\$5,000	\$5,000	\$10,000
Behavior Specialist	\$5,000	\$3,000	\$8,000
Computer Lab / Credit Recovery	\$5,000	\$3,000	\$8,000
Custodian	\$500	\$1,000	\$1,500
Custodian	\$500	\$1,000	\$1,500
English	\$5,000	\$3,000	\$8,000
English (9 th Grade)	\$7,500	\$4,500	\$12,000
Exceptional Children	\$5,000	\$3,000	\$8,000
Family & Consumer Sciences	\$5,000	\$3,000	\$8,000
Guidance Counselor (Mental Health)	\$5,000	\$3,000	\$8,000
Guidance Counselor (School)	\$5,000	\$3,000	\$8,000
In School Suspension	\$500	\$1,000	\$1,500
Lead Teacher	\$5,000	\$3,000	\$8,000
Math (Algebra I)	\$7,500	\$4,500	\$12,000
Math	\$5,000	\$3,000	\$8,000
Parent & Community Liaison	n/a	n/a	n/a
Physical Education	\$5,000	\$3,000	\$8,000
Physical Education	\$5,000	\$3,000	\$8,000
Principal	\$12,000	\$8,000	\$20,000
Science	\$5,000	\$3,000	\$8,000
Science	\$5,000	\$3,000	\$8,000
Secretary 1 / NC WISE Data Mgr	\$500	\$1,000	\$1,500
Secretary 2	\$500	\$1,000	\$1,500
Secretary Guidance	\$500	\$1,000	\$1,500
SIG Project Coordinator	n/a	\$8,000	\$8,000
Social Studies	\$5,000	\$3,000	\$8,000
Social Studies	\$5,000	\$3,000	\$8,000

\$122,500	\$80,000	\$202,500
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NC Race to the Top (RttT) LEA/Charter Detailed Scope of Work (DSW)
860 Surry County

Total RttT Funding Allotted (over four years): **\$ 1,265,215**

Total RttT Funding Budgeted for Required Activities: **\$ 1,011,715**

NC RttT Initiative (Section)	Required RttT Activity ("Participating LEAs/Charters will...")	Aligned with...		Plan/Timeline for Implementation	Key Personnel	Performance Measure (Target)	Budget	Fund Source
		LEA/Charter Goal	DSSF Plan Strategy					
(D)(1) Obj. 2.1	Objective (D)(1) 2.1: Address areas of teacher shortage.	1		Monitor and plan for high needs areas with development of differentiated pay plan and incentives for hard to fill STEM and AP course areas to increase STEM offerings and to increase the district's AP participation and AP Level 3 scoring as evidence in the district's goals by 2011-2012 including training, workshop and travel costs, including stipends for additional training to become highly qualified and bonus pay for completion of goals which include bonus pay for teaching AP courses with a minimum of 12 students enrolled and an additional bonus for 75% student passing rate of 3 or above on AP exams with a 90% retention rate in the course	Human Resources Superintendent	100% HQ teachers in all areas including math and science Increase in AP participation and achievement	\$95,000	RttT
				Monitor and plan for high needs areas with development of differentiated pay plan and incentives for hard to fill STEM and AP course areas to increase STEM offerings and to increase the district's AP participation and AP Level 3 scoring as evidence in the district's goals for 2012-13 including training, workshop and travel costs, including stipends for additional training to become highly qualified and bonus pay for completion of goals which include bonus pay for teaching AP courses with a minimum of 12 students enrolled and an additional bonus for 75% student passing rate of 3 or above on AP exams with a 90% retention rate in the course	Human Resources Superintendent	100% HQ teachers in all areas including math and science Increase in AP participation and achievement	\$73,000	RttT

NC Race to the Top (RttT) LEA/Charter Detailed Scope of Work (DSW)
860 Surry County

Total RttT Funding Allotted (over four years): **\$ 1,265,215**

Total RttT Funding Budgeted for Required Activities: **\$ 1,011,715**

NC RttT Initiative (Section)	Required RttT Activity ("Participating LEAs/Charters will...")	Aligned with...		Plan/Timeline for Implementation	Key Personnel	Performance Measure (Target)	Budget	Fund Source
		LEA/Charter Goal	DSSSF Plan Strategy					
				Monitor and plan for high needs areas with development of differentiated pay plan and incentives for hard to fill STEM and AP course areas to increase STEM offerings and to increase the district's AP participation and AP Level 3 scoring as evidence in the district's goals for 2013-2014 including training, workshop and travel costs, including stipends for additional training to become highly qualified	Human Resources Superintendent	100% HQ teachers in all areas including math and science Increase in AP participation and achievement	\$55,000	RttT
		1		Monitor and plan for high needs areas with development of differentiated pay plan and incentives for hard to fill STEM areas by 2011-2012 including training, workshop and travel costs, including stipends for additional training to become highly qualified	Human Resources Superintendent	100% HQ teachers in all areas including math and science Increase in AP participation and achievement	\$9,500	RttT
(D)(2) Obj. 1.1	Objective (D)(2) 1.1: Utilize the evaluation tool and process as a primary factor in teacher and principal development plans and decisions related to promotion, retention and removal.	1		Continue with 2nd year implementation of training on online Teacher Evaluation Instrument during 2011-2012	Human Resources Principals Teacher Quality Technology Superintendent	100% submission as required by the state	-	n/a
		1		Continue with 3rd year implementation of training on online Teacher Evaluation Instrument during 2012-2013	Human Resources Principals Teacher Quality Technology Superintendent	100% submission as required by the state	-	n/a
		1		Continue with complete implementation of training on online Teacher Evaluation Instrument during 2013-2014	Human Resources Principals Teacher Quality Technology Superintendent	100% submission as required by the state	-	n/a

**Performance Pay Plan for
Union County Public Schools
2012 - 2013**

The following plan is currently in place as part of a recruitment and retention plan:

- 1) An annual \$1500 Bonus is paid to instructional staff working in 15 hard-to-staff schools. The hard-to-staff schools were identified as having a historically high percentage of students who qualify for free and reduced lunch.
- 2) An annual \$1500 Bonus is paid to staff with either a National Board Certification or a Master's Degree relevant to their assignment.
- 3) Stipends are paid to teachers who have additional academic responsibilities associated with the subject they teach such as Band, Chorus, Drama and Yearbook.
- 4) Some schools use school funds to pay teachers for after-hours tutoring programs.

This plan meets some of the criteria described in SECTION 7A.10.(a) which states that each local board of education may develop a plan of performance pay for all licensed personnel employed by the local board. Under the performance pay plan licensed employees should be eligible to receive bonuses or adjustments to base salary for meeting certain performance criteria. Criteria for award of bonuses or adjustments to base salary should include, but are not limited to the following factors:

1. Annual growth in student achievement of students assigned to a teacher's classroom, when applicable.
2. Annual growth in student achievement of students assigned to a specific school.
3. Assignment of additional academic responsibilities.
4. Assignment to a hard-to-staff school.
5. Assignment to a hard-to-staff subject area.

920 Wake County Public School System

The following is in support of Wake County's Performance Pay Survey.

Wake County operates four performance pay plans:

1. A plan for three Renaissance Schools (Barwell Road Elementary, Brentwood Elementary and Creech Road Elementary). The first performance payments were paid in fall 2012 based on 2011-2012 accomplishments. In brief, the plan provides a signing bonus for employees hired into the school, plus a performance bonus based on whole school growth, individual growth (applies only to certain classroom teachers) and evaluation growth. Complete plan details can be found at <http://www.wcpss.net/careers/benefits/bonus-plans.html>.
2. A Teacher Advancement Program (TAP) model for the fourth Renaissance School (Wilburn Elementary). The first performance payments were paid in fall 2009 based on 2008-2009 accomplishments. Please see the attachment for TAP implementation details. Employees not covered by the TAP program are paid under the Renaissance School bonus program.
3. A bonus plan for Walnut Creek Elementary. This plan is very similar to the bonus plan for three of the four Renaissance schools (see number 1 above). The first payments will be made in fall 2013 based on 2012-2013 accomplishments.
4. A bonus plan for Longview School. This plan is very similar to the bonus plan for three of the four Renaissance schools (see number 1 above). The first payments will be made in fall 2013 based on 2012-2013 accomplishments.

Complete details for items 1, 3 and 4 can be found at <http://www.wcpss.net/careers/benefits/bonus-plans.html>.

David Howell
Senior Director, Salary Administration and Licensure
Wake County Public School System
919-854-1770 (o)
919-854-1680 (f)

Walnut Creek Elementary School Bonus Plan

Signing/Retention bonus:

1. Staff members new to the school for the 2012-2013 school year will receive the bonus, provided they are selected by way of the interview process. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the school’s 2011-2012 staff roster to receive the bonus if retained for the 2012-2013 school year.
2. The signing bonus also will be given to staff members new to the school for the 2013-2014 school year in an amount to be determined at a later date based on the availability of funds for this initiative. However, the retention bonus will only be awarded to individuals on the school’s 2011-2012 staff roster who are retained for the 2012-2013 school year.
3. An individual can not receive a signing bonus in one year and a retention bonus in another year.
4. This payment will be given to eligible employees in ½ installments at the end of December and June of a particular school year. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
5. Staff members not selected by the principal as a result of an interview process will not be eligible for a signing bonus or retention bonus.
6. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

Performance Bonus:

1. The following six categories per position type will be established for this bonus: Principal, Assistant Principal, Grades 4-5 Teacher, Grade 3 Teacher, Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists), and Non-Certified/Support Staff. The attached diagrams define the weighting of the evaluation criteria for each position type.
2. Explanations of action needed to satisfy the evaluation criteria:
 - A) Whole School Growth = The school’s “performance composite” on the ABC’s Accountability Model is 75% or greater **and** the school’s performance satisfies at least one of the following two criteria:
 - a) The school attains “High growth” on the ABC’s Accountability Model.
 - b) The school has all “green” ratings on EVAAS on 4th Grade Reading, 5th Grade Reading, 4th Grade Math, 5th Grade Math, and 5th Grade Science.

B) Individual Growth (Grades 4-5 Teacher) = The teacher's performance leads to at least one of the following outcomes:

- a) The teacher is rated "above average" on EVAAS in all tested areas based on his/her students' performance.
- b) 75% of the teacher's students meet expected growth targets on their Reading **and** Math End-of-Grade tests on the ABC's Accountability Model.

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

C) Individual Growth (Grade 3 Teacher) = 75% of the teacher's students must score "at or above Level III" on their Reading **and** Math End-of-Grade tests on the ABC's Accountability Model. (This standard is the only one applicable to the Grade 3 Teacher "individual growth" measure.)

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

D) Evaluation Growth = The staff member achieves an average of at least a "Level 2" rating on the different standards included in his/her year-end evaluation. The "Level 2" rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect "proficient" or "at standard" performance.

Note: When computing the average rating, rounding of results will not be permitted.

3. Bus drivers are not eligible for a performance bonus due to their lack of involvement in the daily operations inside of the school.

4. Bonus structure per position type:

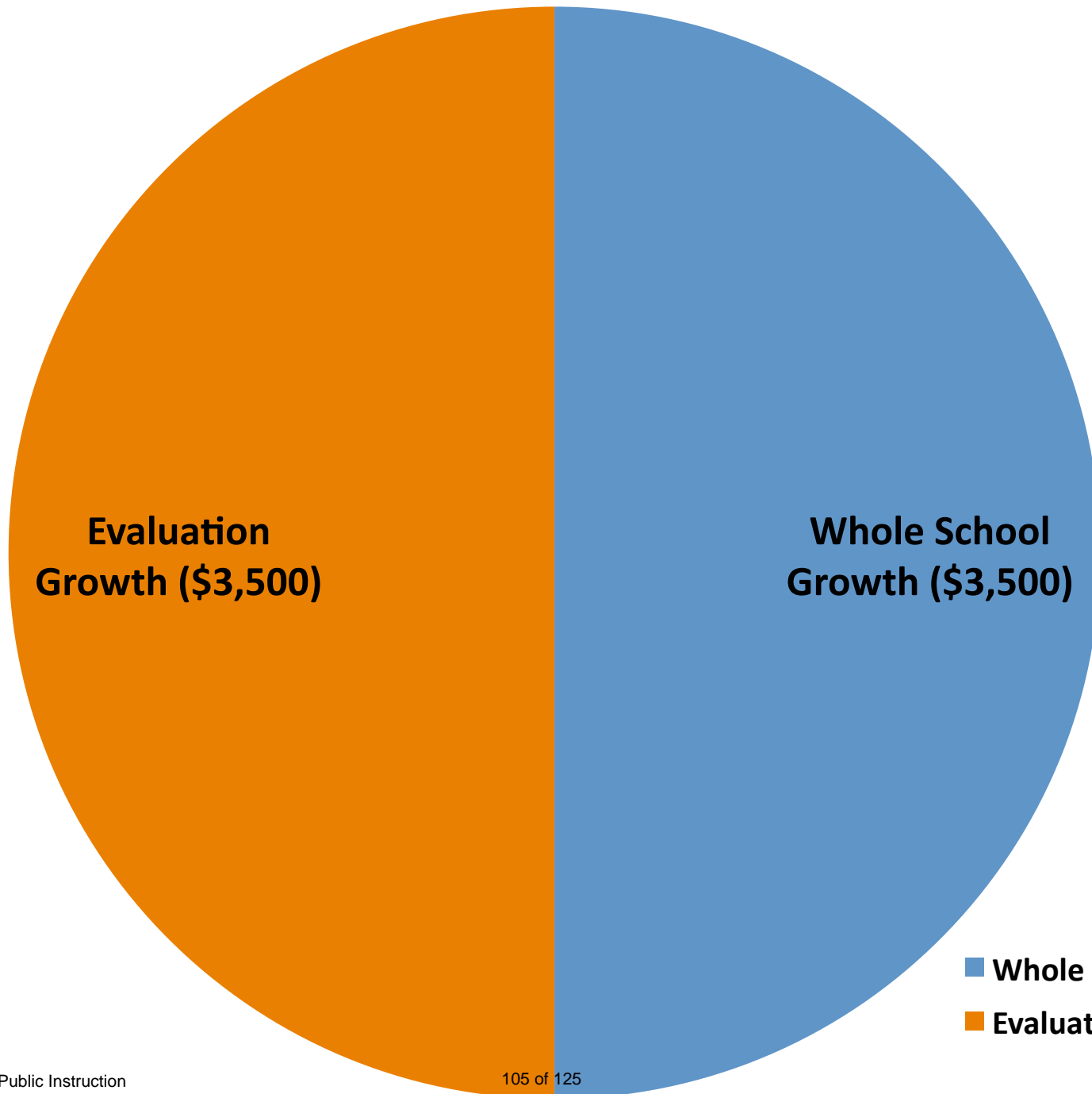
Principal	\$7000
Assistant Principal	\$5000
Grades 4-5 Teacher	\$3400
Grade 3 Teacher	\$3400
Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)	\$2400
Non-Certified/Support Staff	\$1000

Special Notes:

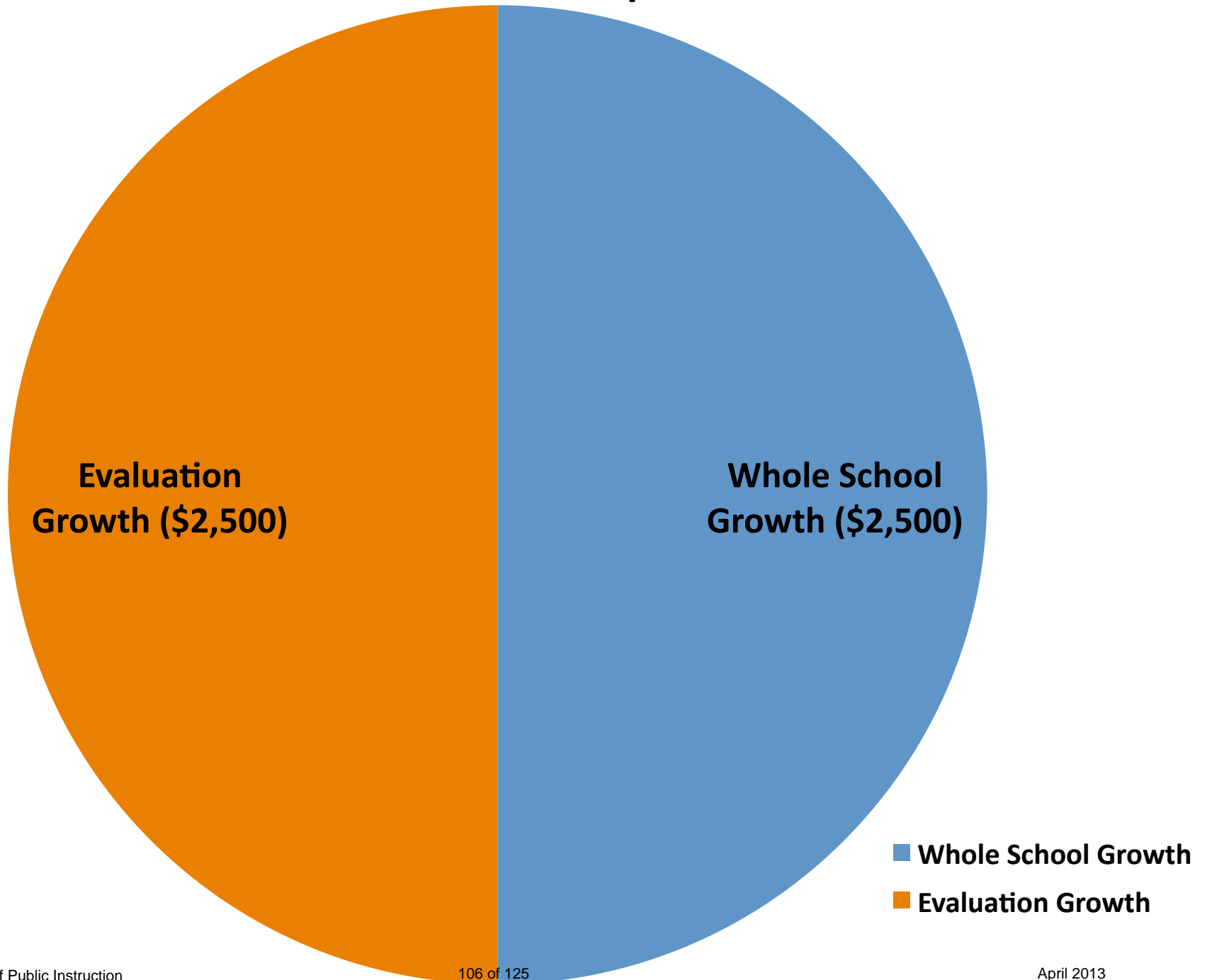
- 1. Every staff member who is eligible for a signing/retention bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing/retention bonus.

2. The performance bonus will be paid at the start of the 2013-2014 school year for the school's performance during the 2012-2013 school year.
3. A staff member who is not 100% employed at Walnut Creek Elementary School will receive a percentage of any bonus, signing/retention or performance, for which he/she is eligible that matches his/her employment percentage at the school.
4. "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.
5. This entire plan will be funded with the school system's "Race to the Top" funds.
6. Payments to employees under this plan are considered "special duty" pay for service at Walnut Creek Elementary School. Such payments are not considered part of an employee's base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a "demotion." In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
7. If a staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.

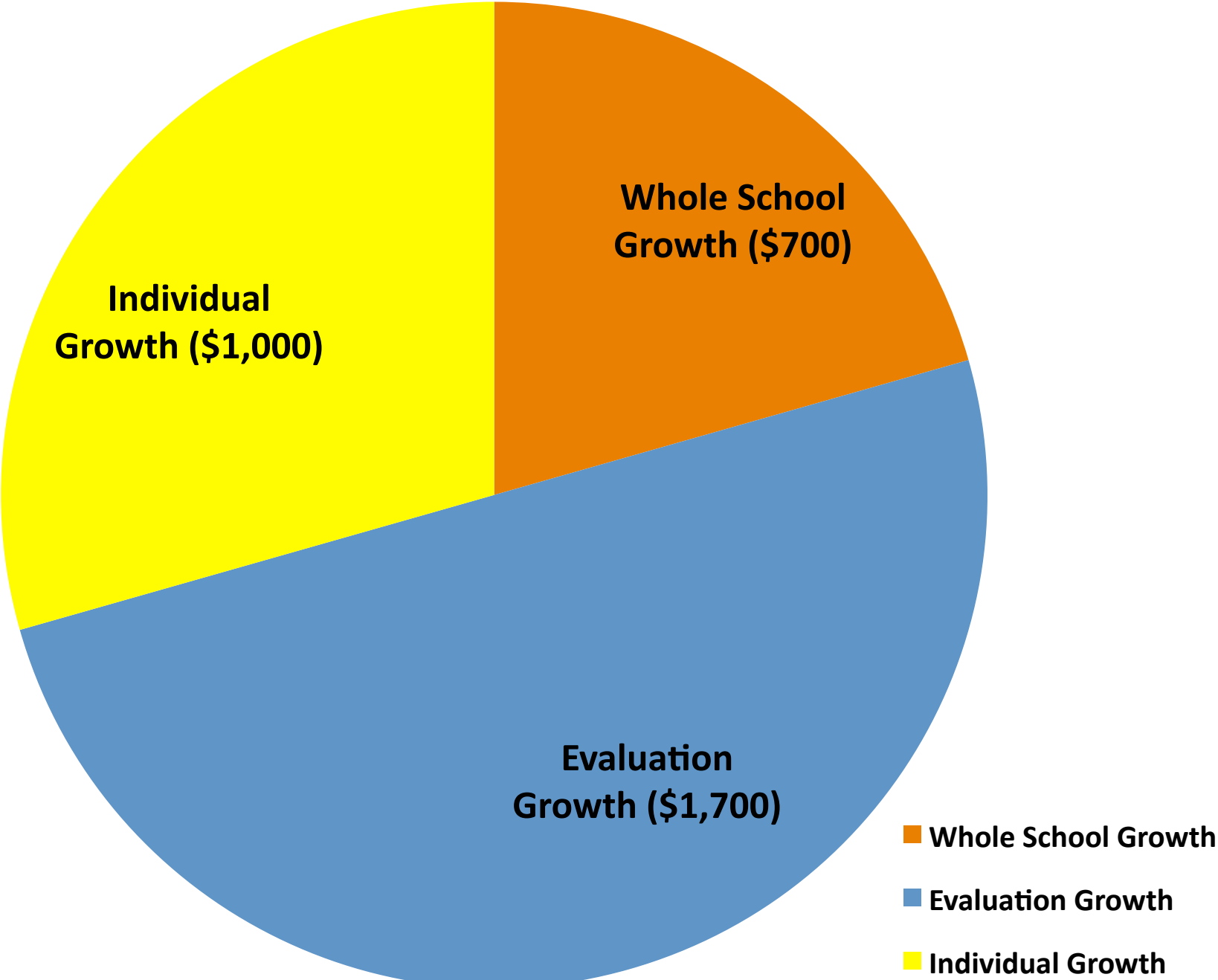
Principal



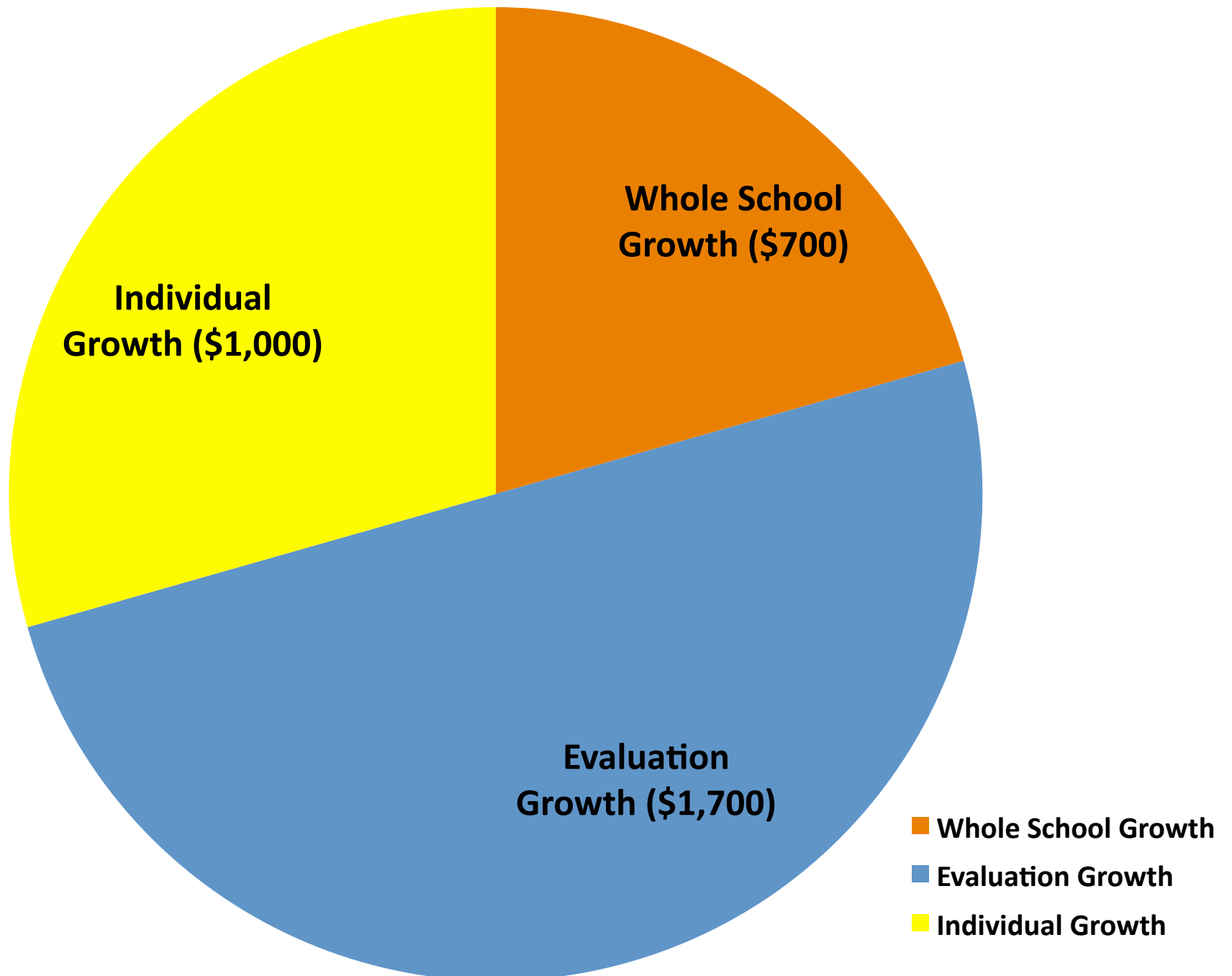
Assistant Principal



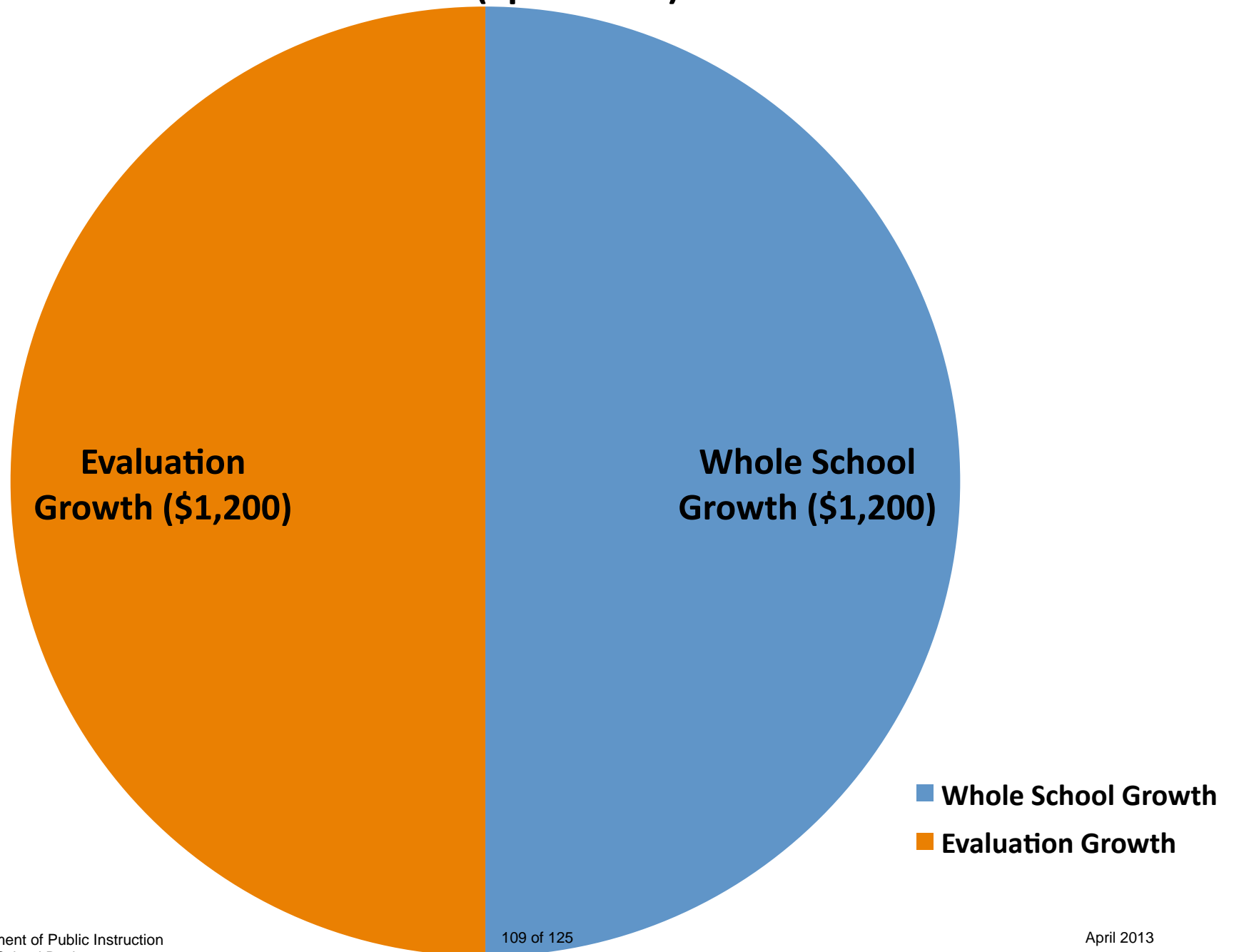
Grades 4-5 Teacher



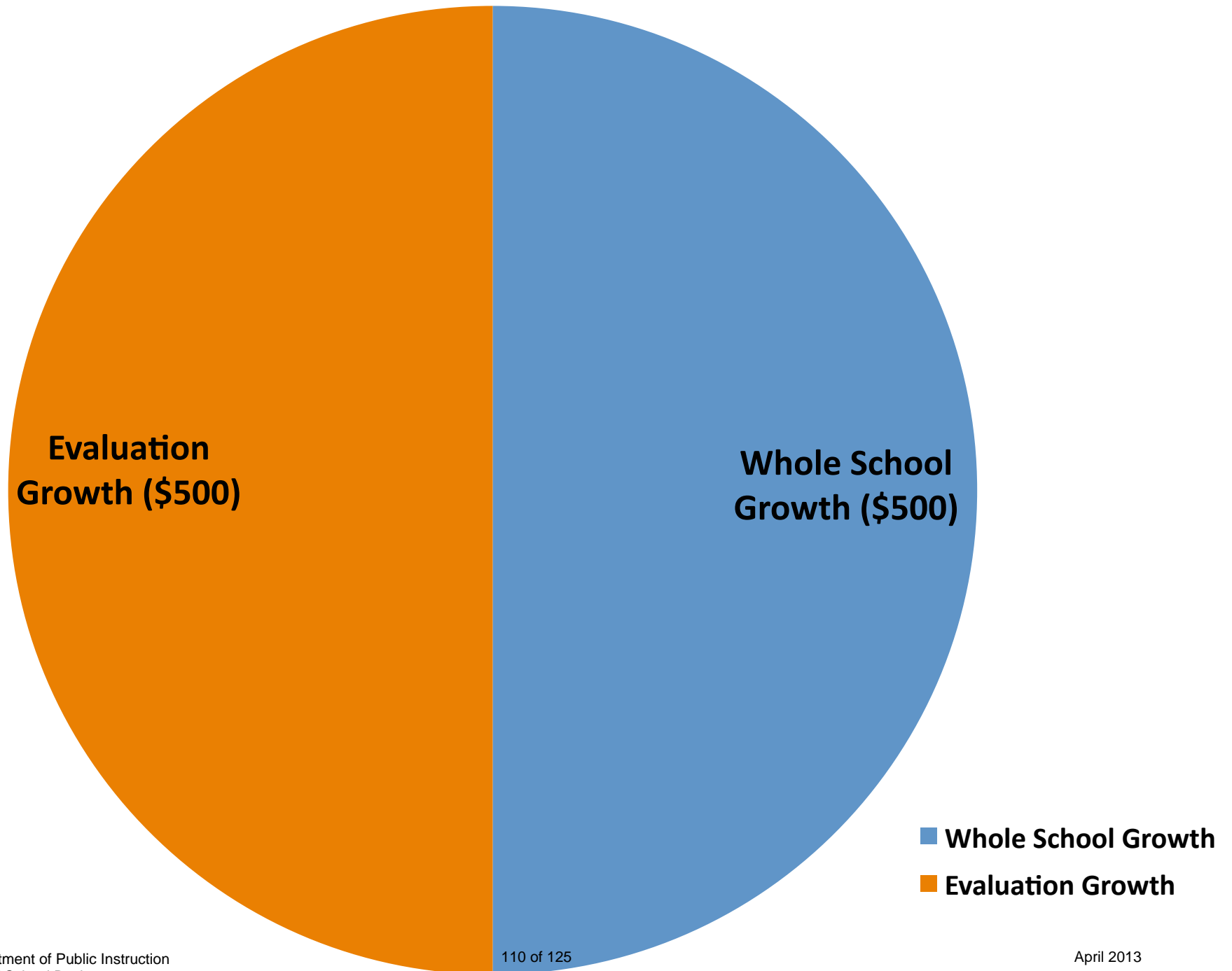
Grade 3 Teacher



Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)



Non-Certified/Support Staff



Longview School Bonus Plan

Signing bonus:

1. Staff members new to the school will receive the bonus, provided they are selected by way of the interview process. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the school’s 2011-2012 staff roster to receive the bonus if retained for the 2012-2013 school year after being selected as a result of the interview process.
2. The bonus also will be given to staff members new to the school for the 2013-2014 school year in an amount to be determined at a later date based on the availability of funds for this initiative.
3. This payment will be given to eligible employees in ½ installments at the end of December and June. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
4. CNS staff members, bus drivers, and custodians are not eligible for a signing bonus. This decision is due to the fact that these groups will not be a component of the reconstruction process of the school’s staff.
5. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

Performance Bonus:

1. The following four categories per position type will be established for this bonus: Principal, Assistant Principal, Teacher/Certified Staff, and Non-Certified/Support Staff. The attached diagrams define the weighting of the evaluation criteria for each position type.
2. Explanations of action needed to satisfy the evaluation criteria:
 - A) Whole School Growth = The school’s “performance composite” on the ABC’s Accountability Model increases by 10% or is at least 40% **and** 50% of the students make “expected growth” according to the ABC’s Accountability Model.
 - B) Evaluation Growth = The staff member achieves an average of at least a “Level 2” rating on the different standards included in his/her year-end evaluation. The “Level 2” rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect “proficient” or “at standard” performance.

Note: When computing the average rating, rounding of results will not be permitted.

3. Bus drivers are not eligible for a performance bonus due to their lack of involvement in the daily operations inside of the school.

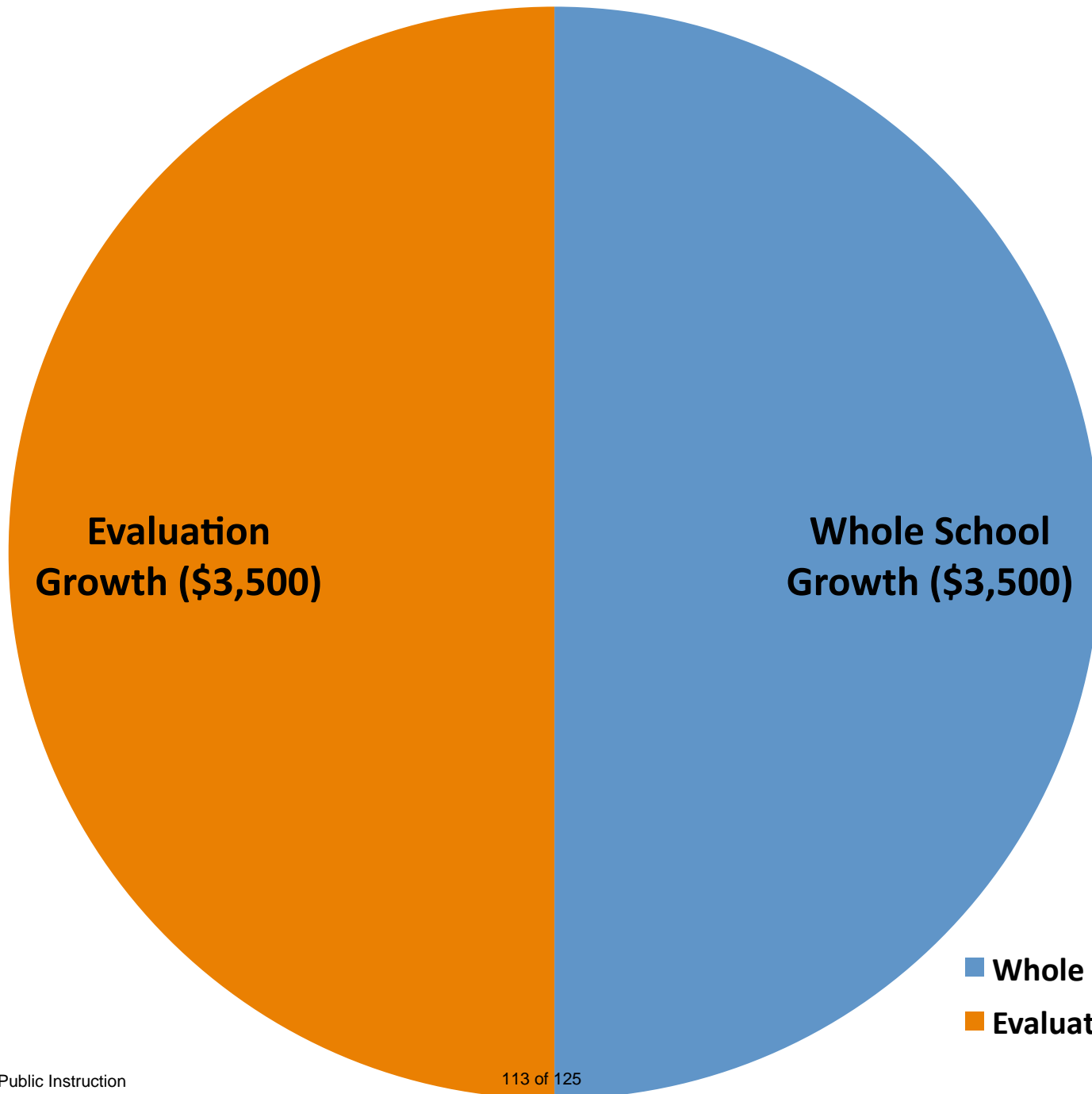
4. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2400
Non-Certified/Support Staff	\$1000

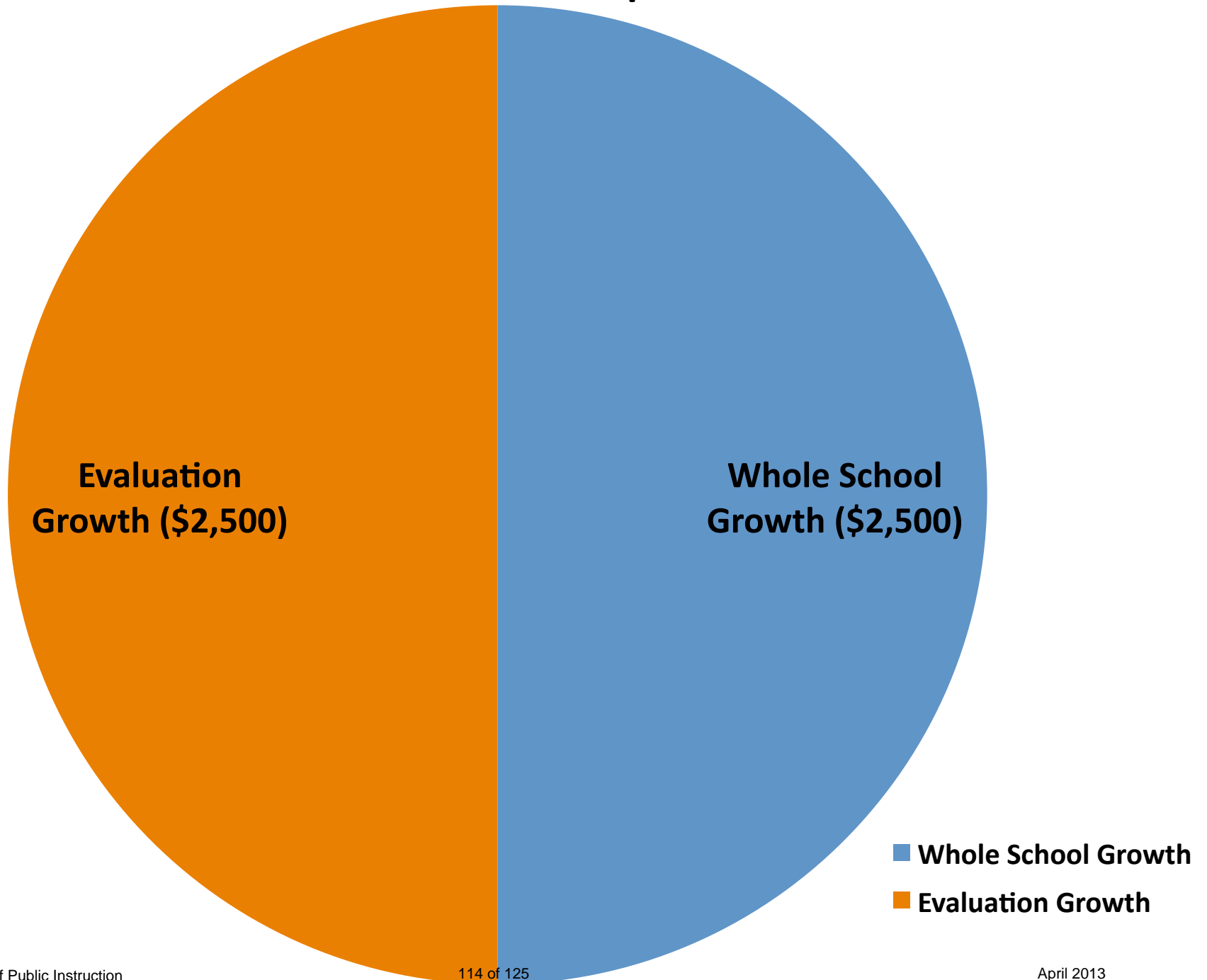
Special Notes:

1. Every staff member who is eligible for a signing bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing bonus.
2. The performance bonus will be paid at the start of the 2013-2014 school year for the school’s performance during the 2012-2013 school year.
3. A staff member who is not 100% employed at the Longview School will receive a percentage of any bonus, signing or performance, for which he/she is eligible that matches his/her employment percentage at that particular school.
4. This entire plan will be funded by the funds from the school’s “School Improvement Grant.”
5. Payments to employees under this plan are considered “special duty” pay for service at the Longview School. Such payments are not considered part of an employee’s base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a “demotion.” In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
6. If a Longview School staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.

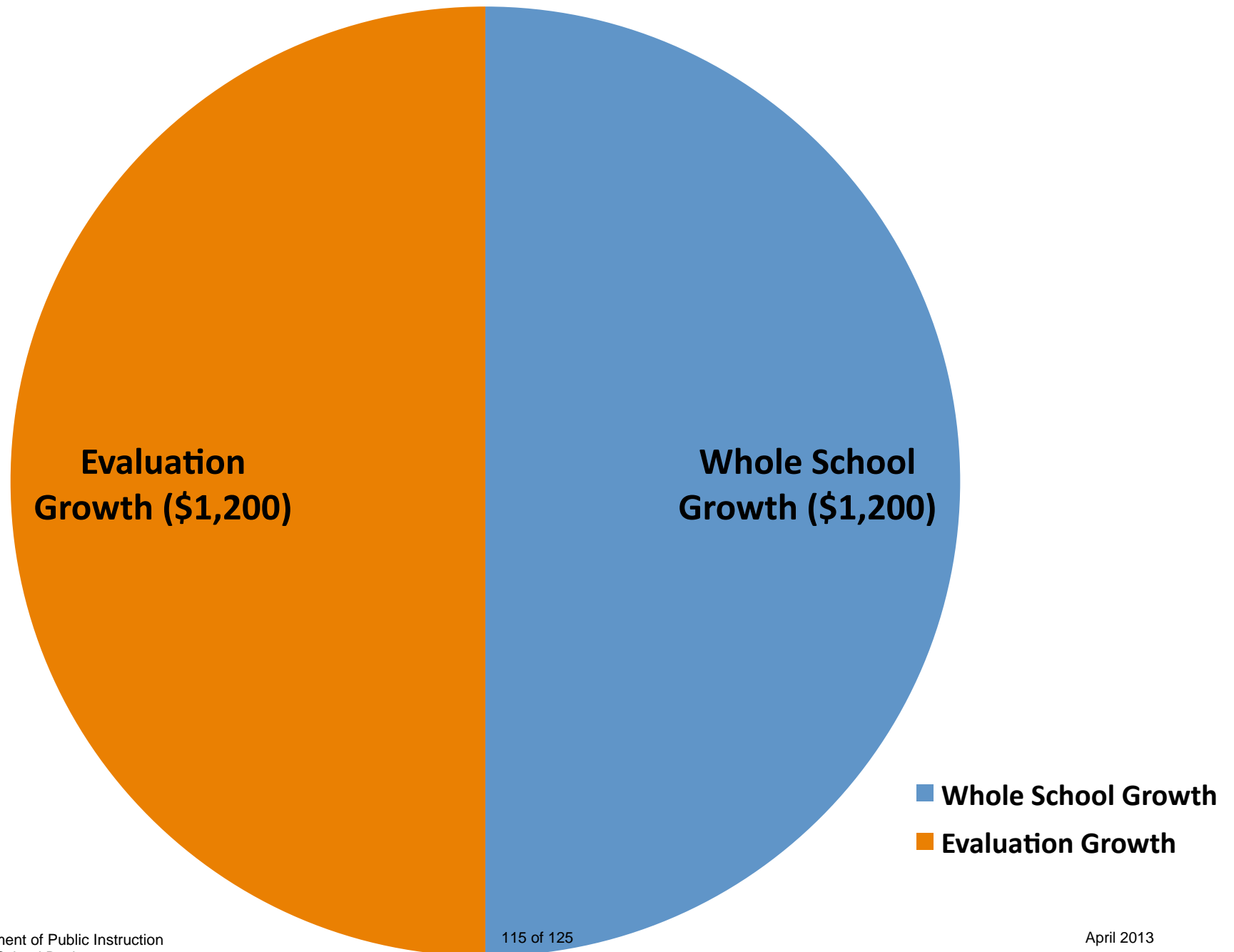
Principal



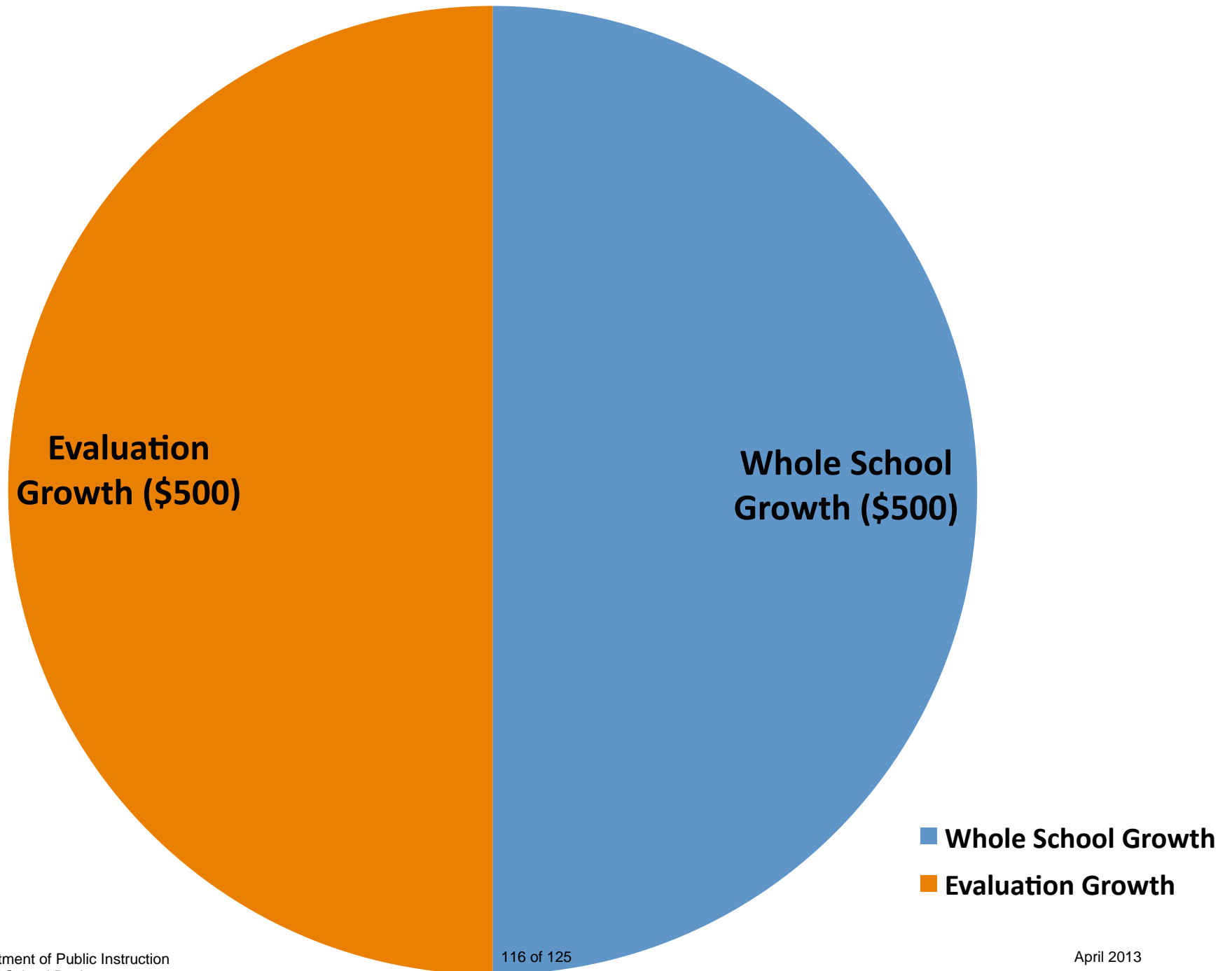
Assistant Principal



Teacher/Certified Staff



Non-Certified/Support Staff



Renaissance Schools Bonus Plan

Signing bonus

- Staff members new to the school will receive the bonus, provided they are selected by way of the interview process. Furthermore, the interview process will include the use of a highly-defined interview rubric/profile. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the schools’ 2010-2011 staff rosters to receive the bonus if retained for the 2011-2012 school year after being selected as a result of the interview process.
- This payment will be given to eligible employees in ½ installments at the end of December and June. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
- The bonus also will be given to staff members new to the school for the 2012-2013 and 2013-2014 school years in an amount to be determined at a later date based on the availability of funds for this initiative.
- No individual can receive more than one signing bonus from WCPSS under this plan. In other words, if a person moves from one Renaissance School to another one, he/she can not get the bonus at the new site as well.
- CNS staff members, bus drivers, and custodians are not eligible for a signing bonus. This decision is due to the fact that these groups will not be a component of the reconstruction process of each school’s staff.

Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

Performance Bonus

The following six categories per position type will be established for this bonus:

- Principal
- Assistant Principal
- Grades 4-5 Teacher
- Grade 3 Teacher
- Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)
- Non-Certified/Support Staff.

Explanations of action needed to satisfy the evaluation criteria

Whole School Growth = The school's "performance composite" on the ABC's Accountability Model is 75% or greater and the school's performance satisfies at least one of the following two criteria:

- a. The school attains "High growth" on the ABC's Accountability Model.
- b. The school has all "green" ratings on EVAAS on 4th Grade Reading, 5th Grade Reading, 4th Grade Math, 5th Grade Math, and 5th Grade Science.

Individual Growth (Grades 4-5 Teacher) = The teacher's performance leads to at least one of the following outcomes:

- a. The teacher is rated "above average" on EVAAS in all tested areas based on his/her students' performance.
- b. 75% of the teacher's students meet expected growth targets on their Reading and Math End-of-Grade tests on the ABC's Accountability Model.

Note: "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

Individual Growth (Grade 3 Teacher) = 75% of the teacher's students must score "at or above Level III" on their Reading and Math End-of-Grade tests on the ABC's Accountability Model. (This standard is the only one applicable to the Grade 3 Teacher "individual growth" measure.)

Note: "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

Evaluation Growth = The staff member achieves an average of at least a "Level 2" rating on the different standards included in his/her year-end evaluation. The "Level 2" rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: An exception to this rule will be applied to the Wilburn Elementary staff members. Wilburn Elementary, as a part of the TIF grant, will use the TAP model for the calculation of "evaluation growth."

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect "proficient" or "at standard" performance.

Note: When computing the average rating, rounding of results will not be permitted.

Bus drivers are not eligible for a performance bonus due to their lack of involvement in the daily operations inside of the school.

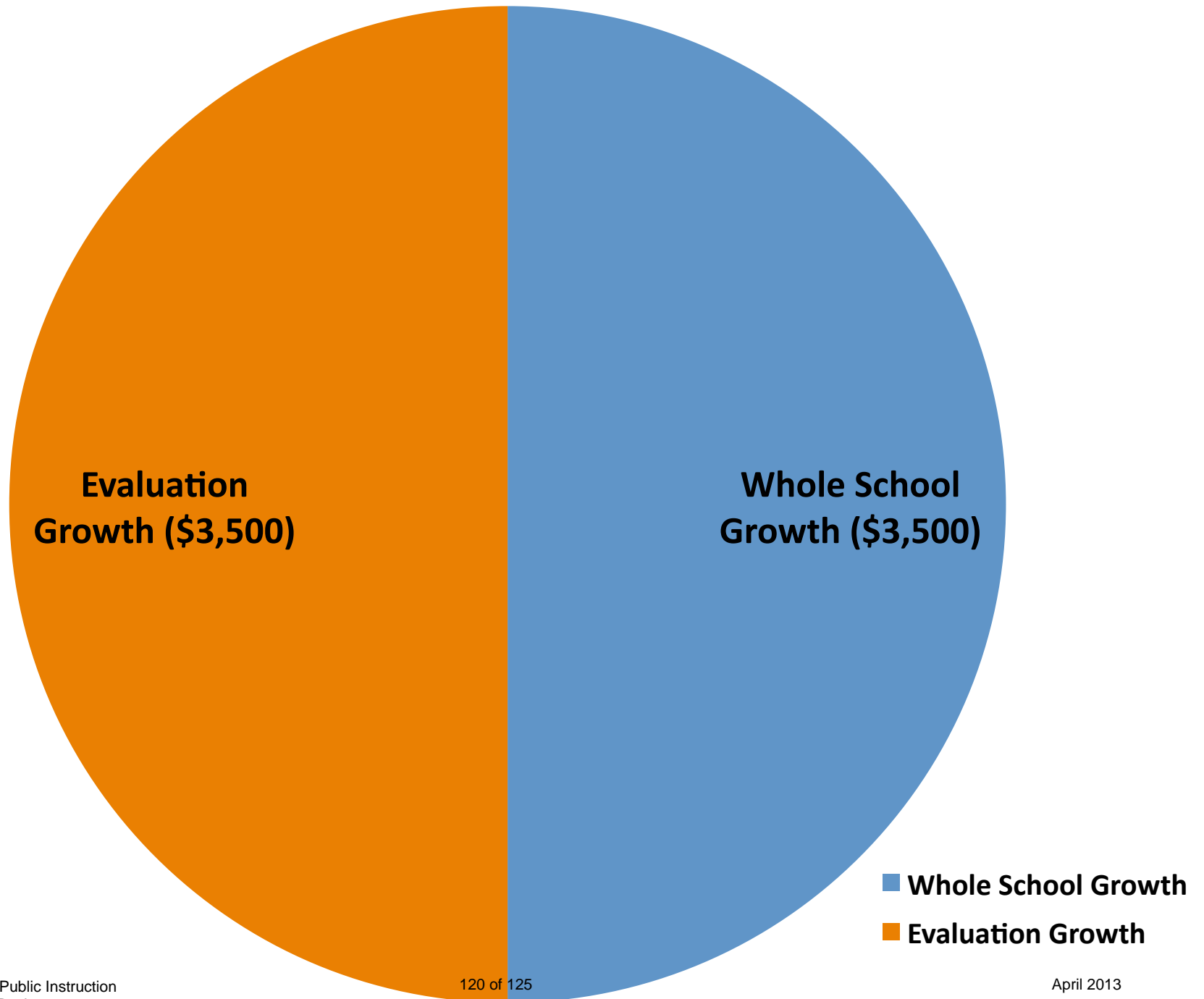
Bonus structure per position type

Principal	\$7000
Assistant Principal	\$5000
Grades 4-5 Teacher	\$3400
Grade 3 Teacher	\$3400
Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)	\$2400
Non-Certified/Support Staff	\$1000

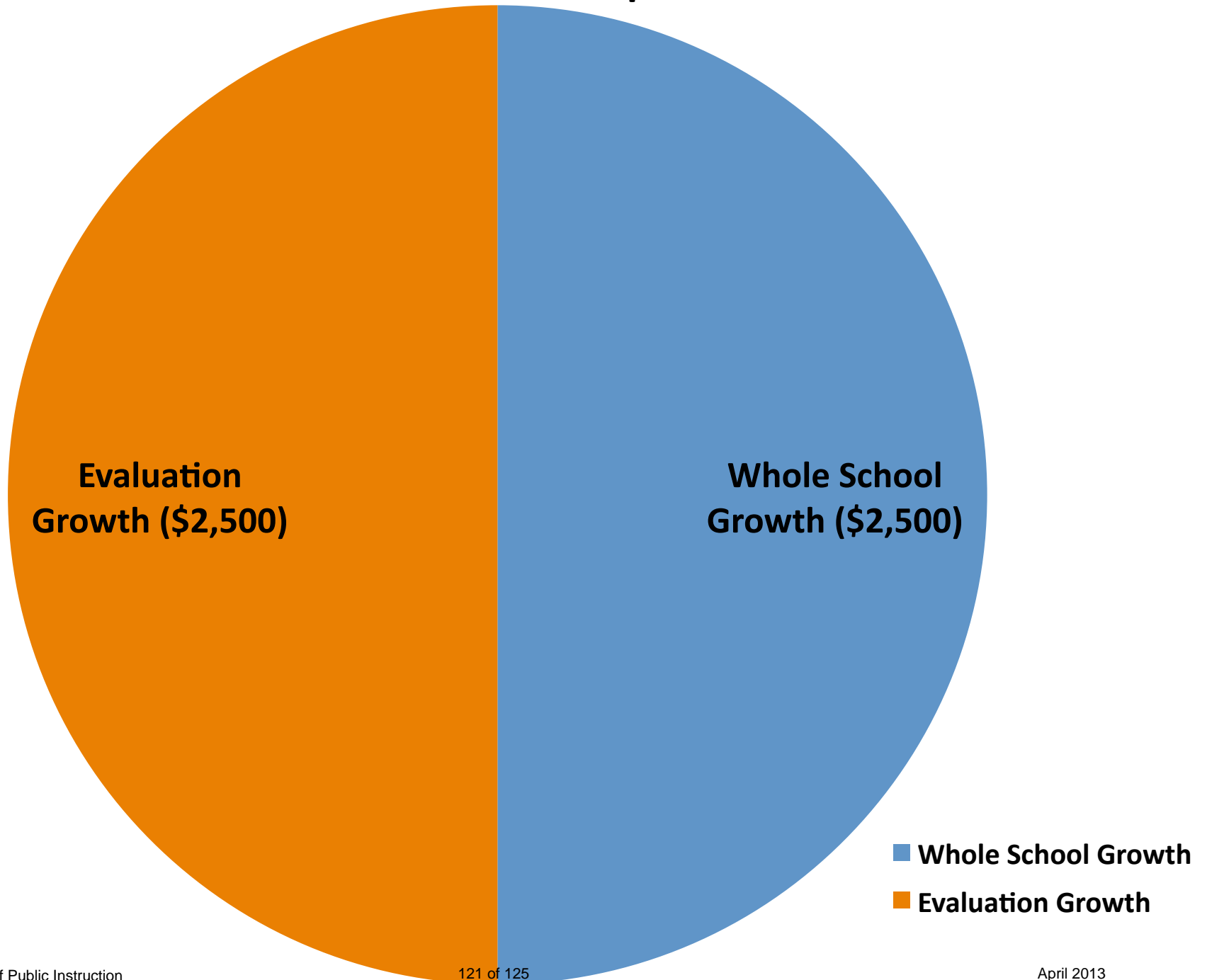
Special Notes/Issues to Resolve

- Every staff member who is eligible for a signing bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing bonus.
- The performance bonus will be paid at the start of the 2012-2013 school year for each school's performance during the 2011-2012 school year. Likewise, the performance bonus will be paid at the start of the 2013-2014 school year for each school's performance during the 2012-2013 school year. If carryover of unused funds to the start of the 2014-2015 school year is permitted, the performance bonus will be paid at the start of the 2014-2015 school year for each school's performance during the 2013-2014 school year using unused funds from the previous years. However, the 2013-2014 performance bonuses per position type may not be as large due to the availability of funds at that time.
- At Wilburn Elementary, money from the TIF grant can be used for a teacher's performance bonus and a teacher assistant's performance bonus under this plan. However, TIF grant money can not be used for a signing bonus for any staff member at the school or a performance bonus for any clerical/non-teacher assistant support positions at the school.
- A staff member who is not 100% employed at a Renaissance School will receive a percentage of any bonus, signing or performance, for which he/she is eligible that matches his/her employment percentage at that particular school.
- This entire plan is contingent on the school system's receipt of the "Race to the Top" funds in the expected amounts.
- Payments to employees under this plan are considered "special duty" pay for service at a Renaissance School. Such payments are not considered part of an employee's base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a "demotion." In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
- If a Renaissance School staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.

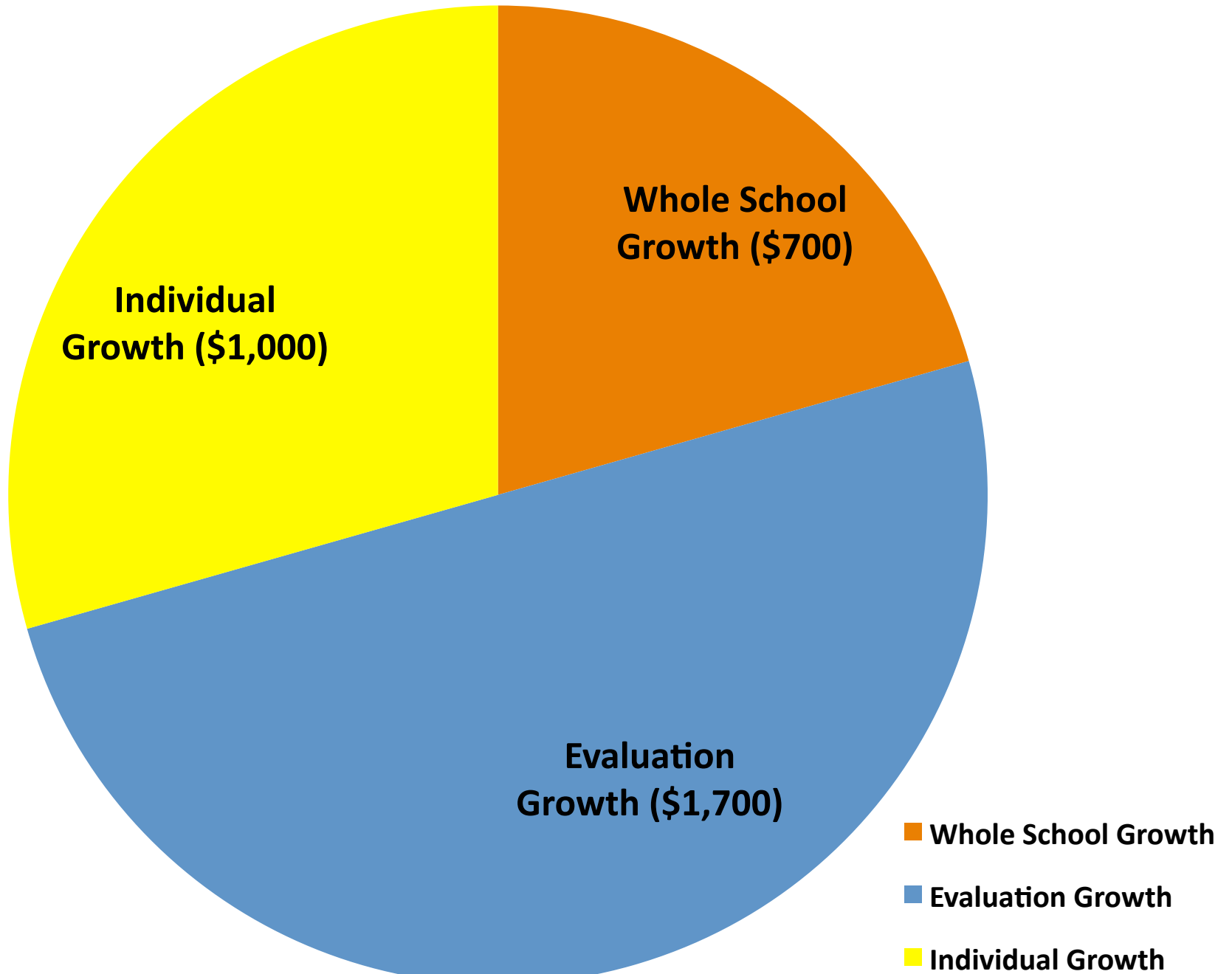
Principal



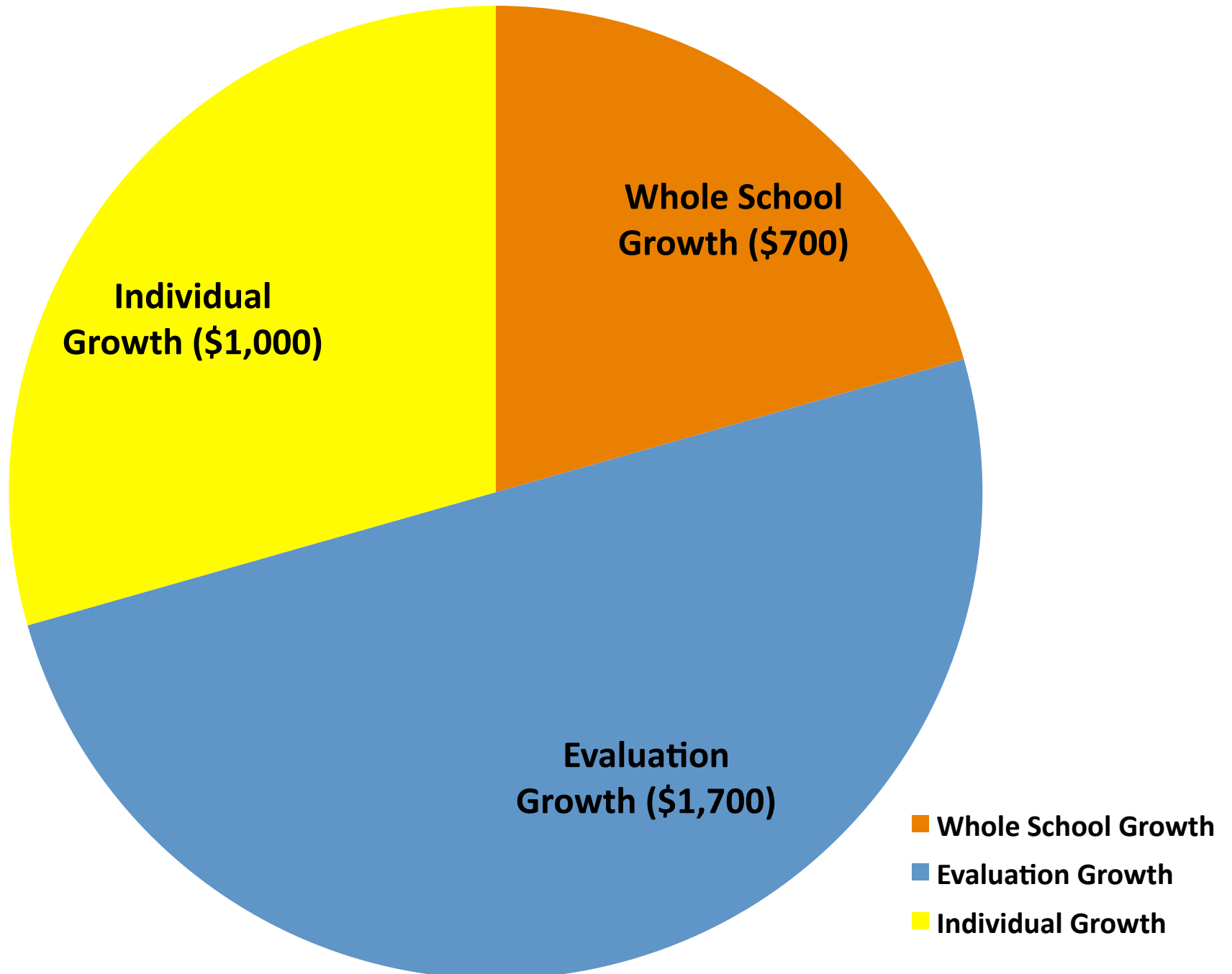
Assistant Principal



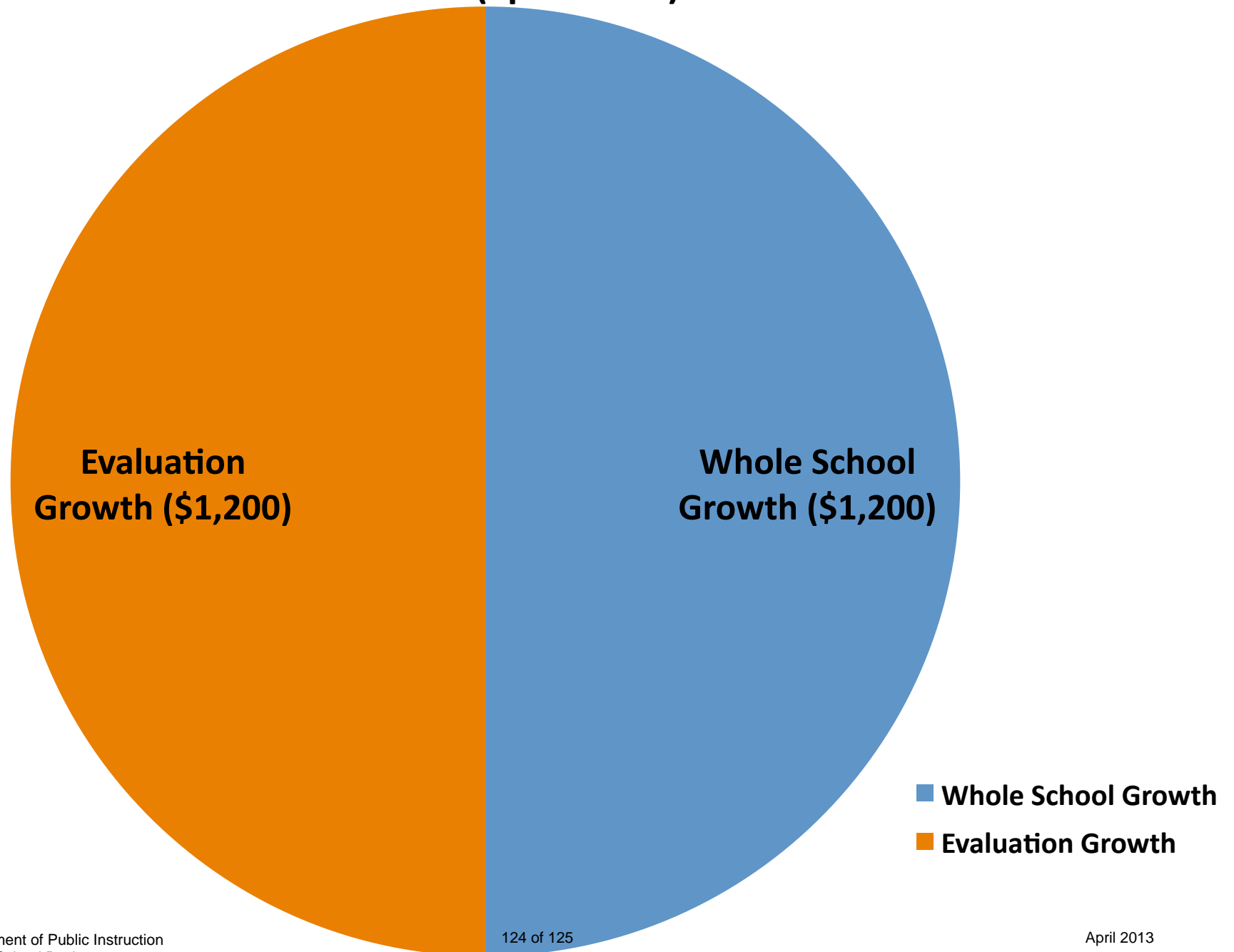
Grades 4-5 Teacher



Grade 3 Teacher



Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)



Non-Certified/Support Staff

