

In response to Senate Bill 744, which states the following:

**SECTION 8.11.(i)** Funds appropriated from the General Fund to the North Carolina Education Endowment Fund, as established by this section, for the 2014-2015 fiscal year shall be used for the purpose of providing local boards of education with additional State funds to provide local programs for differentiated pay for highly effective classroom teachers. It is the intent of the General Assembly to use these funds for appropriations to local boards of education based on proposals for differentiated pay submitted by local boards of education in accordance with Section 8.41 of this act. Funds shall only be expended from the North Carolina Education Endowment Fund for differentiated pay upon an act of appropriation by the General Assembly.

In developing a pay for performance plan, the Beaufort County Schools feels that the plan should foster collaboration, team work, sharing, and achievement at the school level. A plan that encourages performance at the school level also allows other employees to be recognized who are often overlooked by those outside of education. Employees who drive buses, fix meals, clean floors, support teachers in the classroom, and serve many other essential functions can be rewarded if a merit system focuses on school-wide performance. Of course, certified employees, such as teachers and administrators, are essential as well and will also benefit from strong school performance.

With that in mind, the Beaufort County Schools would like to propose a performance pay plan that would pay classified staff \$500 and certified staff \$1000 when their school meets the state growth expectation and classified staff \$1000 and certified staff \$2000 when their school exceeds growth.

Because elementary, middle and high schools are unique in their grades served and the assessments given, the following procedure will be used to determine growth. For elementary and middle schools, the EVAAS growth score for the principal, which reflects all school growth, will be the indicator used. The elementary and middle school growth score will include growth from EOG, EOC, NCFE, mClass-TRC and CTE assessments. For high schools, the EVAAS growth score for the principal, which reflects all school growth, will be the indicator used as well. The high school growth score will include growth from EOC, NCFE and CTE assessments. The growth measure includes all state assessments in which growth can be calculated using EVAAS.

(NOTE: Middle school CTE is not measured in EVAAS at this time)