

# BERTIE COUNTY SCHOOLS

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## PROPOSED RESPONSE TO SECTION 8.41 (DIFFERENTIATED PAY FOR HIGHLY EFFECTIVE TEACHERS)

### BERTIE COUNTY SCHOOL SYSTEM PROPOSAL

100% of funds appropriated from the North Carolina Education Endowment Fund (State Funding) for the purpose of providing differentiated pay will be utilized to develop a detailed plan for distribution among eligible classroom teachers (a teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction) as defined by the General Assembly. The Bertie County School System plan will concentrate on differentiating pay in three specific areas:

- Performance pay salary increases for teachers who are rated Highly Effective on the teacher evaluation instrument. Much of the emphasis will focus on the teacher's successful performance relative to classroom instruction and student academic growth.
- Differentiated Supplemental Bonuses for teacher placement in
  - Hard-to-Staff subject areas such as Math, Science, Technology, Engineering, and Special Education
- Differentiated Bonuses for teachers who assume additional academic responsibilities such as
  - EC Chairpersons
  - Lead Teachers/ Department Heads

In addition, the Human Resources Department will conduct an online survey with all teachers to solicit input on the design of the Performance Pay Salary Increase Plan prior to implementation.