

BUNCOMBE COUNTY SCHOOLS

DIFFERENTIATED PAY FOR HIGHLY EFFECTIVE TEACHERS

Pursuant to N.C. Session Law 2014-100, § 8.41(b), the Buncombe County Board of Education (“Board”) hereby presents to the N.C. Senate Appropriations/Base Budget Committee, the N.C. House Committee on Appropriations and the Joint Legislative Education Oversight Committee the following Differentiated Pay Plan Response.

Differentiated Bonuses for Classroom Teachers– the Board believes that all classroom teachers are valuable employees and should be entitled to additional financial compensation. With that said, the Board proposes differentiated pay to classroom teachers as follows:

1. Hard-to-Staff Subjects - Because data indicates that there are an insufficient number of applicants for positions teaching secondary math, secondary science and exceptional children, the Board proposes to pay a differentiated bonus to classroom teachers in these hard-to-staff subject areas. Classroom teachers teaching in hard-to-staff subject areas of secondary math (grades 6-12), secondary science (grades 6-12), and exceptional children (grades K-12) are eligible to receive the differentiated bonus upon initial hire. A differentiated bonus in the amount of \$2500 will be paid at the end of the first month of employment.

In order to be eligible for the differentiated bonus the teacher must hold or be eligible to hold a license in the subject area taught at the time of initial hire. Prior to receiving the differentiated bonus, eligible teachers shall sign an agreement indicating that if they do not complete one entire school year of service, they must repay a portion of the bonus. Likewise, teachers who begin the school year after the first day of school shall only be eligible for a pro-rated share of the differentiated bonus. Teachers who are part-time or teach a hard-to-staff subject for a portion of the day shall receive a pro-rated share of the differentiated bonus.

2. Leadership Roles – The Board proposes differentiated pay for the Chairperson of the School Improvement Team (SIT) for the school year(s) in which he/she serves as chair. The school improvement planning process is crucial in setting the goals and direction of the school and chair of the SIT is one of the most important leadership roles in the school. The chair shall be elected by the SIT and may serve for one or two years. While serving, the chair will receive differentiated pay in the amount of \$1000 (\$500 each if co-chairs are elected).

In order to receive differentiated pay under this section, the SIT chair must attend Leadership Training that is provided annually by the Buncombe County Schools' Curriculum Department. A pro-rated share of the differentiated pay shall be paid to a teacher who is not employed for the entire school year. Differentiated pay pursuant to this section shall be paid in a lump sum.

If the chair is not a classroom teacher as defined by Section 8.41(b) (2), then local funds shall be used to provide for differentiated pay as specified in this proposal.