



## **Caldwell County Schools Differentiated Pay Plan Based on Senate Bill 744: Appropriations Act of 2014**

### **Background Information**

Senate Bill 744: Appropriations Act of 2014 encourages North Carolina Local Education Agencies to develop differentiated pay approaches for classroom teachers based on a teacher's demonstrated effectiveness in teaching in hard to staff schools and/or positions and assuming additional responsibilities in advanced roles (such as lead teacher roles.)

This approach is a different approach than the "25% Pay Increase Plan" discussed last spring when the district was mandated through revisions to GS 115(c)-325-Section 9.6 (g) (Elimination of Teacher Tenure status) to identify 25% of teachers who would receive additional pay to relinquish career status. The new differentiated pay plan is to be developed to recruit and retain highly effective teachers within the school district and to reward highly effective teachers for their work. Some examples of components of differentiated pay plans are:

1. Bonuses to teachers with high value-added results (Exceeds Expected Growth).
2. Bonuses to teachers employed to work in difficult to staff classrooms/schools.
3. Signing bonuses to recruit teachers in hard to fill subject areas.
4. Bonuses to high performing teachers working in low performing schools.

### **Caldwell County Schools Proposed Differentiated Pay Plan**

The proposed Caldwell County School's Proposed Differentiated Pay Plan is designed to be a comprehensive plan that offers all eligible certified staff multiple opportunities to earn additional pay for performance. The plan is created to be understandable, directly connected to student performance/achievement, transparent, fair, and equitable. The extra pay incentives shall be based on teacher effectiveness and student growth performance as measured by EVAAS data (school wide and individual teacher performance), a teacher's willingness to teach in hard to staff classroom/school settings, and employee attendance. Awarding of differentiated pay based on school wide/student performance will be contingent on the availability of accurate state test data and state funding.

- Differentiated Pay Awards will be identified in three (3) tiers.

Tier 1: School-Wide Student Performance Award

Tier 2: Individual Teacher Effectiveness Award

Tier 3: Recruitment and Retention of staff in difficult to staff positions/classrooms/schools

- Differentiated Pay Awards will be cumulative. Teachers will be able to receive differentiated pay from all tiers in which they meet qualifications.



- All identified certified staff classified as “teacher” will be eligible to participate in the Caldwell County Schools Differentiated Pay Plan regardless of the teacher’s pay funding source.

## The Plan

**Tier 1 – School-Wide Performance Differentiated Pay:** All eligible certified staff will receive designated amount of differentiated pay if overall school effectiveness rating is **EXCEEDS EXPECTED GROWTH**.

1. Teachers who begin and end the school year in the same school will receive 100% of designated pay.
2. Teachers leaving during the school year will receive a prorated amount of designated pay based on months employed at the school.
3. Itinerant staff members are eligible for school-wide award at a prorated amount based on time assigned to the school.

**Tier 1 Rationale:** School-wide performance differentiated pay supports the basic belief that schools improve when the entire staff works toward common goals and all staff members are part of the success and achievement of the students. This tier will assist in creating a climate of collaboration among all teachers and create a need for all staff to share instructional strategies and ideas while eliminating isolated, closed door teaching practices.

### **Tier 2 – Individual Teacher Effectiveness Differentiated Pay**

**Part A-Individual Teacher Effectiveness:** Based on EVAAS data, Analysis of Student Work or locally developed student growth assessments, teachers who earn annual effectiveness rating of **EXCEEDS EXPECTED GROWTH** will be eligible for designated differentiated pay.

**Part B-Assignment in hard to staff school/school/classrooms:** Teachers employed, assigned to or requesting assignment to staff positions in alternative schools or classrooms settings will be eligible for designated differentiated pay. Currently teachers employed in alternative school settings receive additional pay for assignment. This plan also includes identified separate setting classrooms in regular education settings.

**Part C-Attendance Incentive:** Designed to recognize and reward teachers with differentiated pay for consistent attendance impacting student achievement, teachers with three (3) or less absences per semester, not to exceed six (6) total absences per year will receive designated pay provided the overall teacher effectiveness rating based on EVAAS data is at least **MEETS EXPECTED GROWTH** or better. Attendance pay is not to exceed \$200.00 per school year (\$100.00 per semester.)

**Tier 2 Rationale:** Extra pay for individual teacher effectiveness allows teachers an opportunity to earn additional performance pay based on their individual effectiveness. This opportunity would directly affect a teacher in a school in which the school wide designation of **EXCEEDS EXPECTED GROWTH** was not met, and the school was not eligible for the Tier 1 performance award. If the teacher’s overall effectiveness rating is **EXCEEDS EXPECTED GROWTH**, that teacher is eligible for the designated differentiated pay. Tier 2 is based solely on an individual teacher’s performance, assignment and attendance for the school year.

**Tier 3—Recruitment of Difficult to Staff Positions:** Designate a percentage of total funds for one-time teacher recruitment signing bonuses for identified difficult to staff positions within the district (i.e. Special Education at all levels, Middle and Secondary Math and Middle and



Secondary Science positions). Signing bonuses would be paid to teachers in two increments: half of the bonus at the end of the first semester and half of the bonus at the end of the school year.

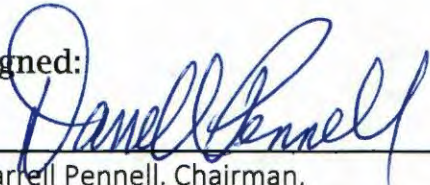
**Tier 3 Rationale:** External competitive differentiated pay will assist with recruiting highly effective teachers, retaining highly effective teachers, and lowering teacher turnover rates within schools and the district.

Approved the 12<sup>th</sup> day of January 2015.


(SEAL)



Signed:

  
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Darrell Pennell, Chairman,  
Caldwell County Board of Education

Attest:

  
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Dr. Steve Stone, Secretary,  
Caldwell County Board of Education