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CAMDEN COUNTY BOARD OF EDUCATION

Melvin L. Hawkins, *Superintendent*

January 9, 2015

To: Senate Appropriations/Base Budget Committee
House Committee on Appropriations
Joint Legislative Education Oversight Committee

In compliance with Senate Bill 744, Appropriations Act of 2014 regarding Differentiated Pay for Highly Effective Teachers, Camden County Board of Education unanimously approved the enclosed proposals at the January 8, 2015 Open Session Meeting follows:

- Differentiated Pay for Highly Effective Teachers (For Schools that receive GROWTH status) Camden Intermediate School, Camden Middle School, Camden County High School and CamTech High School and
- Differentiated Pay for Highly Effective Teachers (For Schools that DO NOT receive GROWTH status) Grandy Primary School

If questions, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read "Melvin L. Hawkins", is written over a light blue horizontal line.

Melvin L. Hawkins, Superintendent
Camden County Schools

MLH/ac
attachments

MISSION STATEMENT

The Camden County Public Schools, in partnership with home and community, will educate all to be productive citizens in an ever-changing global society.

Differentiated Pay for Highly Effective Teachers
(For Schools that receive GROWTH status)
Camden Intermediate School, Camden Middle School,
Camden County High School and CamTech High School

To be eligible to receive differentiated pay a teacher must accrue at least 15 points

School Exceeds growth – 10 points

School met growth – 5 points

Individual teacher Exceeds growth – 15 points

Individual teacher met growth – 10 points

NOTE: Teachers without individual growth will use the School Growth for both individual and school growth totals.

1 point for active participation in school leadership opportunities:
For example: School Improvement Team, PLC, Teacher Advisory Council, Education Foundation, club sponsor, coach, before/after school tutoring, etc.

2 points for each leadership opportunity
For example, School Improvement Team Chair, department or grade level chair, Mentor, presented at meeting or conference, etc.

1 point for each High Quality CEU earned during the fiscal year

2 point for holding a Master's degree in related field

4 points for degree beyond Master's degree in related field

4 points for National Board Certification

5 points for teaching a State Mandated Test subject

Funds will be from state source only, no local funds used

Certified teachers who spend at least 70% of their day instructing students

Must have been employed at least 160 student days and remain employed at the conclusion of the school year

Must have a minimum rating of "Proficient" on all evaluation measures

Differentiated Pay for Highly Effective Teachers
(For Schools that DO NOT receive GROWTH status)
Grandy Primary School

To be eligible to receive differentiated pay a teacher must accrue at least 10 points

Individual teacher Exceeds growth – 10 points

Individual teacher met growth – 7 points

1 point for active participation in school leadership opportunities:

For example: School Improvement Team, PLC, Teacher Advisory Council, Education Foundation, club sponsor, coach, before/after school tutoring, etc.

2 points for each leadership opportunity

For example, School Improvement Team Chair, department or grade level chair, Mentor, presented at meeting or conference, etc.

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2 point for holding a Master's degree in related field

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