



Cleveland County Schools Differentiated Pay for Highly Effectively Teachers Proposal

Purpose: Section 8.41 of the 2014 Budget allows LEAs to submit proposals establishing local differentiated pay programs for highly effective classroom teachers. Pursuant to Senate Bill (SB) 744 (Appropriations Act of 2014), Cleveland County Schools presents the following goals and proposal.

Rationale: Cleveland County Schools seeks to recruit and retain a passionate, highly skilled and highly qualified teaching workforce committed to preparing all students to be successful in a global society. These highly skilled teachers must constantly focus on professional growth and improvement in order to accomplish this goal.

In an effort to recognize and reward these teachers, Cleveland County Schools will provide differentiated pay, to the extent possible within the funding from the General Assembly, to all teachers who meet the designed criteria. The specific amount of differentiated pay would be determined by the amount of funding provided by the General Assembly and the number of teachers eligible for the pay.

Strategic Goals: The following goals from Cleveland County Schools' Strategic Plan are directly addressed by the Differentiated Pay Proposal.

- 1.1 Each year all Cleveland County Schools students (PK-12) will demonstrate at least expected growth on the Common Core and Essential Standards (NC Standard Course of Study).
- 2.1 Cleveland County Schools will build leadership capacity at all levels that supports the vision/mission of the district, guides innovation, fosters collaboration & engagement and promotes continuous improvement.
- 2.2 Cleveland County Schools will create a culture that guides innovation, fosters collaboration & engagement, and promotes continuous improvement.

Senate Bill 744 Components: The North Carolina Legislature passed Senate Bill 744 during its 2014 session, and it stipulated that Differentiated Pay Proposals may include the following components:

- Effective ratings on the NC Teacher Evaluation Instrument
- Student academic growth
- Assignment of additional academic responsibilities and leadership roles
- Assignment to a hard-to-staff school
- Assignment to a hard-to-staff subject area

Cleveland County Schools’ Plan Components: CCS recommends a three-tiered plan to address the Differentiated Pay Proposal. The three tiers would focus on the NC Teacher Evaluation system, school growth and hard-to-staff schools.

Scenarios are proposed for each of the three tiers. Each scenario depends on the amount of funding provided for the approved proposal. Examples 1 and 2 have specific dollar amounts. The unit scenario is applicable with various funding amounts.

Tier 1: Eligible teachers would receive a differentiated pay bonus for achieving a proficient rating on all standards of the Teacher Summary Rating Form.

Tier 2: Eligible teachers would receive an additional differentiated pay bonus for:

- a. Assigned school achieving “Met Growth” target as defined by EVAAS data.
- b. Assigned school achieving “Exceeded Growth” target as defined by EVAAS data.

Tier 3: Eligible teachers would receive an additional differentiated pay bonus for moving to a hard-to-staff school. To be eligible for this tier, a teacher must have “Exceeded” growth as defined by EVAAS data for two years in a row. Hard-to-staff schools would be defined as schools that have “Not Met” EVAAS growth and whose performance composite has been below the state average for two consecutive years.

Step	Differentiated Pay Bonus Units*	Example 1 Differentiated Pay Bonus	Example 2 Differentiated Pay Bonus
1	1 Unit	\$250	\$500
2a	1 Unit	\$250	\$500
2b	2 Units	\$500	\$1000
3	4 Units	\$1000	\$1500

*The unit amount will be determined based on the number of teachers earning bonuses and the amount of funding provided by the General Assembly.

Important Notes:

Eligible Teacher: Any licensed employee who taught in our district during the previous school year and was evaluated on the Rubric for Evaluating North Carolina Teachers.

Estimated Cost for Example 1

Tier 1: Cost would be \$276,000
 Tier 2: Cost would be \$246,000
 Tier 3: Cost would be at most \$57,000
 Total: \$579,000

Estimated Cost for Example 2

Tier 1: Cost would be \$552,000
 Tier 2: Cost would be \$492,000
 Tier 3: Cost would be at most \$85,500
 Total: \$ 1,129,500