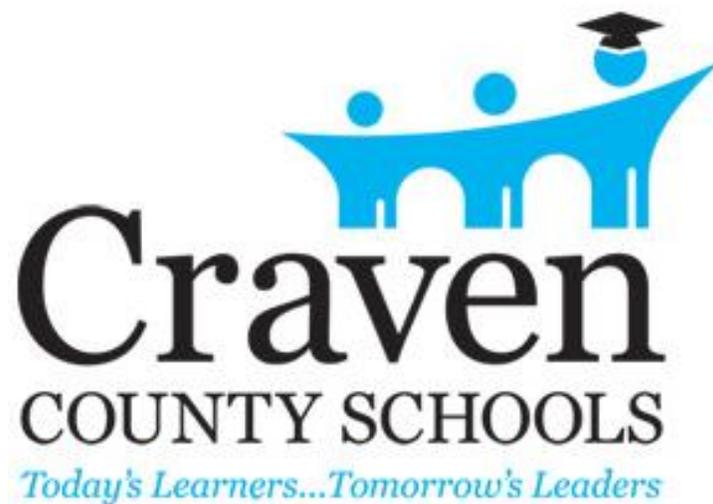


PERFORMANCE PAY PLAN FOR
CRAVEN COUNTY SCHOOLS



Approved by the Craven County Board of Education on _____

HISTORY OF DIFFERENTIATED PAY FOR HIGHLY EFFECTIVE TEACHERS

Section 8.41 of the 2014 Budget requires local Boards of education to submit proposals to establish a local program to provide differentiated pay for highly effective classroom teachers to the Senate Appropriations/Base Budget Committee, the House Committee on Appropriations, and the Joint Legislative Education Oversight Committee by January 15, 2015.

It is the intent of the General Assembly to provide local boards of education additional State funds for local programs to provide differentiated pay for highly effective classroom teachers through funds appropriated from the North Carolina Education Endowment Fund as provided in Section 8.11(i) of this act.

Proposals may include any of the following types of differentiated pay for classroom teachers:

- A. Performance-based salary increases for classroom teachers rated highly effective on the North Carolina Teacher Evaluation instrument based on successful performance relative to classroom instruction and student academic growth.
- B. Differentiated bonuses for classroom teachers, including:
 - 1. Hard-to-staff subject areas, such as science, technology, engineering, and mathematics (STEM) education and exceptional children.
 - 2. Hard-to-staff schools.
 - 3. Assignment of additional academic responsibilities and leadership roles.
 - 4. Assignment as an instructional coach.

Proposals shall limit eligibility for differentiated pay to the following employees of local boards of education:

- A. Classroom teachers. – An eligible classroom teacher is a teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction and is not employed as instructional support personnel.
- B. Instructional coach, as classified by the Department of Public Instruction, in a Title I school, as identified under Part A of Title I of the Elementary and Secondary

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Based on the above stipulations, Craven County Schools would like to present a two tier approach to pay for performance. All schools can compete for the Tier 1 Performance Pay. The rationale behind Tier 1 is schools improve when the entire staff work toward common goals and all teachers are part of the outcome and success. This component would assist in creating a climate for collaboration among all teachers and staff, encourage the sharing of ideas and teaching strategies, and help to eliminate isolation when planning.

In addition to or separate from a school exceeding growth, Tier 2 allows individual teachers to earn additional performance pay. This could affect a teacher in a school which exceeded growth or a teacher in a school that made expected or no growth. Tier 2 is based solely on an individual

teacher’s performance for that school year. Up to an additional 15% could be earned if they meet the criteria outlined in the chart below:

Tier 1-School Based Compensation	Tier 2-Individual Teacher Based Compensation
<p>*School Must Exceed Expected Growth</p>	<p>*Teacher Must Exceed Expected Growth: 5% Bonus</p> <p>*All Full-Time Teachers Assigned in to Staff Subject Areas: 10% Bonus</p>
<p>*All Full-Time Classroom Teachers will be eligible for school based compensation per the following conditions:</p> <ol style="list-style-type: none"> 1. Teachers must teach the entire year in which growth is calculated to receive bonus. 2. Teachers must be employed with Craven County Schools the year following the results and at the time of the payment. 3. Only full-time classroom teachers of a school shall be compensated. 4. Teacher must be rated “Proficient” on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form 	<p>* All Full-Time Classroom Teachers will be eligible for individual teacher based compensation per the following conditions per the following conditions</p> <ol style="list-style-type: none"> 1. Teacher licensed in and teaching middle grades math and/or science and rated proficient on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form. 2. Teacher licensed in and teaching high school math and/or science and rated proficient on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form. 3. Teacher licensed in and teaching special education in grades k-12 and rated proficient on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form. <p><i>**Teachers new to the system can receive bonus upfront as a “signing bonus”, but must teach for entire year or money must be paid back. After year one, the bonus is paid monthly per the conditions listed above.</i></p>
<p>All Licensed Classroom Teachers: \$2,500</p>	<p>Full-time licensed classroom teachers exceeding expected growth: Bonus of 5% of salary</p> <p>Full-time licensed classroom teachers teaching a hard to staff subject area: Bonus of 10% of salary</p> <p>Full-time licensed teacher teaching a hard to staff subject area and exceeding growth: Bonus of 15% of salary</p>

DEFINITIONS:

Classroom Teacher: A fully licensed, highly qualified teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction. Administrators and instructional support personnel are not defined as classroom teachers.

Exceeds Growth: The student growth value for the teacher exceeds what was expected per the statewide growth model for educator effectiveness.

Hard-to-Staff Subjects: Subject areas that have a multi-year pattern of shortage of teachers who are certified and highly qualified teachers. Craven County Schools will use the following indicators to define hard-to-staff subjects:

- 1) Trend Data for critical need subjects
- 2) A subject or subjects having consistent mid-year turnover
- 3) A subject or subjects having consistent late hires
- 4) A subject or subjects that require multi-task responsibilities
- 5) A subject or subjects deemed hard-to-staff by national standards

Approved by the Craven County Board of Education on November 20, 2014.