



Differentiated Pay Proposal

In 2014, the North Carolina General Assembly adopted the Appropriations Act of 2014. In Section 8.41, the law requires Boards of Education to provide proposals to the General Assembly for differentiated pay for highly effective teachers by January 2015, with funding for these proposals coming from the newly established North Carolina Endowment Fund. This proposal must be submitted to the Senate Appropriations/Base Budget Committee, the House Committee on Appropriations, and the Joint Legislative Education Oversight Committee.

Principals unanimously agree that every staff member in a school has a stake in student performance and rewards should not be limited to only teachers.

The criteria for award of bonuses or adjustments to base salary include the following three areas:

1- Annual growth in student achievement of students assigned to a specific school

A School Based Award Based on Academic Growth

A one time bonus for staff assigned to a school that EXCEEDS Expected Growth according to North Carolina Accountability Model

- Licensed Personnel receive one time bonus of \$2,500
- Teacher Assistants receive one time bonus of \$1,500
- Other Support Staff (non-instructional support, custodial, cafeteria, etc.) receive one time bonus of \$850

2- Annual growth in student achievement of students assigned to a teacher's classroom

Individual Teacher Award Based on Academic Growth

A teacher who EXCEEDS Expected Growth according to EVAAS receives 5% additional pay based on their base salary up to \$2,500 as a one time bonus.

3- Assignment to hard to staff subject area

A teacher assigned to a hard to staff subject area would receive a \$5,000 sign on bonus upon employment or transfer into the position. Hard to staff subject areas will be determined by the Board of Education annually.