



Duplin County Schools Differentiated Pay Plan Proposal

Incentive	Differentiated Pay	Criteria
Local Supplement Plus Plan for certified staff.	\$1,000	<p>All requirements of the criteria should be met to receive the differentiated pay.</p> <ol style="list-style-type: none"> 1. Certified employees maintain an attendance of 97% or higher from the first student day to the last student day excluding holidays (absent 6 or fewer days). <ol style="list-style-type: none"> a. <i>Leave for jury duty, leave to comply with a subpoena, military leave, approved staff development leave, bona fide religious holidays, parental leave per G.S. 115C-302.1(j), and approved FMLA leave will not adversely affect an employee's attendance record.</i> 2. Certified employees receive an overall evaluation of proficient or higher for the school year. <ol style="list-style-type: none"> a. Classroom teachers must receive proficient in Standards 1 - 5 in North Carolina Educator Effectiveness System. Standard 6 is <i>not</i> included.
Signing Bonus	\$3,000 per year for four years	<ol style="list-style-type: none"> 1. Offer signing bonus for positions vacant sixty days or more in hard-to-staff areas below: <ol style="list-style-type: none"> a. Middle and high school math b. Middle and high school science c. Exceptional Children's Program d. Career and Technical Education <p style="text-align: right;"><i>(Not offered to employees with work visas.)</i></p>