



# **EDENTON-CHOWAN SCHOOLS** BOARD OF EDUCATION

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*John Guard*  
Chairman

## **Proposal to Establish a Local Program to Provide Differentiated Pay for Highly Effective Classroom Teachers**

*Kay Wright*  
Vice-Chair

*Ricky Browder*

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

*Jean Bunch*

*Gil Burroughs*

As required by Session Law 2014-100 (Senate Bill 744), the Edenton-Chowan Schools Board of Education is hereby submitting the following proposal 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.

*Glorious Elliott*

*Gene Jordan*

As allowed by submission guidelines, the school system proposes to provide bonuses of \$2,500 to eligible employees (as defined below) in hard-to-staff schools. Recruiting and retaining high-quality teachers is a challenge in Northeastern North Carolina. This bonus would provide a powerful tool for recruiting and retaining a highly-qualified talent pool in the school system.

*Rob Jackson*  
Superintendent

This proposal was developed by a task force consisting of teachers and administrators representing each school in the district. The work of the task force was unanimously endorsed by the Superintendent's Teacher Advisory Council, an elected group of teacher representatives from each school in the district, and conceptually approved by the Edenton-Chowan Schools Board of Education on November 3, 2014 during the Board's regular monthly meeting. This proposal received full approval and endorsement on December 1, 2014, the Board's next regular monthly meeting.

### **Proposal Eligibility:**

Eligibility for differentiated pay is limited to the following employees of the Edenton-Chowan Schools Board 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 Education Act of 1965, as amended.

**Proposal Specifics:**

If this proposal is selected and funded by the North Carolina General Assembly, a bonus in the amount of \$2,500 will be paid to eligible employees (as defined above) who:

- are still employed at end of school year; and
- have achieved a minimum rating of proficient on Standards I - V on the North Carolina Teacher Evaluation Instrument; and
- have maintained continuing eligibility for contract renewal.

Approved this 1st day of December 2014



Chairman



Secretary