



Elkin City Schools

Differentiated Pay Plan For Highly Effective Teachers

January 2015

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

- 1- Annual growth in student achievement of students assigned to a specific school - A School Based Award equated to Student Academic Growth.

A one-time bonus for staff assigned to a school that EXCEEDS Expected Growth according to North Carolina Accountability Model *(To be eligible, staff member must meet proficiency on professional assessment instrument)*

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, bus drivers, cafeteria, tech staff, 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 (or a locally developed growth model approved by teachers, administrators, superintendent and the board of education) receives 5% additional pay based on his/her base salary up to \$2,500 as a one-time bonus.

*Based on state allocated differentiated pay funding for the school system, if the state allocation is below the total amount earned by the staff based on this district proposal, the \$\$ amount could be revised to a point scale in order to meet the financial obligations. The point scale will be devised by the staff, administration and approved by the board of education.

The **Differentiated Pay Plan For Highly Effective Teachers** has been developed and approved by the following members of the Elkin City Schools staff: the ECS Administrative Leadership Team, ECS Principals and Assistant Principals, ECS Certified Staff, ECS Non-Certified Staff and the Elkin City Schools Board of Education.

Dr. Randy M. Bledsoe, Superintendent ECS

Dr. Richard Brinegar, Chairman ECS BOE

1-15-2015