



Hoke County Board of Education

Human Resources

310 Wooley Street, Post Office Box 370
Raeford, North Carolina 28376
Phone: 910-875-3658 Fax: 910-904-1100



January 2, 2015

RE: Differentiated Pay Plan

Dear Sir/Madam,

Thank you, the North Carolina General Assembly, for the opportunity to submit differentiated pay proposals that meet the individual needs of each district. We appreciate having the flexibility to meet the requirements of Senate Bill 744 Section 8.41 and are hopeful the state will be successful in allocating resources to fund this effort.

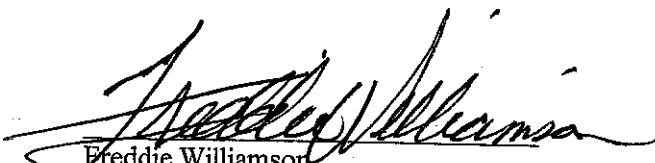
The Hoke County Schools' Differentiated Pay Proposal meets the requirements of the law, which are stated below.


- I. Proposal includes the following types of differentiated pay:
 - 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 hard to staff schools.
 - c. Assignment of additional academic responsibilities and leadership roles.
 - d. Assignment as an academic coach.
- II. Proposal limits eligibility for differentiated pay to the following employees of the Hoke County School Board of Education:
 - a. Classroom teachers.
 - b. Instructional Coaches.

Our proposal is attached for your review. Your consideration regarding Hoke County Schools' Differentiated Pay Proposal is appreciated. Approving this request would allow our district to recruit, retain, and provide additional support for the most effective teachers. We would be happy to discuss it at greater length if necessary.

Thank you for your support and for working with us to make decisions that are in the best interest of our students.

Sincerely,


Freddie Williamson
Superintendent
Hoke County Schools


Rosa McAllister-McRae
Board Chair
Hoke County Schools Board of Education

Attachment: HCS Differentiated Pay Proposal

Hoke County Differentiated Pay Proposal*

Differentiated Bonuses for Teachers	Elementary /Middle Proficiency Composite Award (School-wide)	High School Proficiency Composite Awards (School-wide)	Career & College Ready Award (School-wide)	Graduation Rate	Teacher Effect Award (EVAAS)	Teacher Effect Award (EVAAS)	High Need Schools	Leadership Roles	Maximum Possible
Teachers 9-12		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,500.00	\$ 1,000.00	\$ 2,000.00	\$ 9,500.00
CTE		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,500.00	\$ 1,000.00	\$ 2,000.00	\$ 9,500.00
Teachers 6--8	\$ 3,000.00				\$ 1,000.00	\$ 2,500.00	\$ 1,000.00	\$ 2,000.00	\$ 9,500.00
K-5	\$ 3,000.00				\$ 1,000.00	\$ 2,500.00	\$ 1,000.00	\$ 2,000.00	\$ 9,500.00
Criteria	Proficiency Composite/CCR 2015-2016 60% 2016-2017 70% 2017-2018 80% OR 20% increase PC	Proficiency Composition/CCR & VoCats 2015-2016 60% 2016-2017 70% 2017-2018 80% OR 20% increase	ACT /Work Keys 2015-2016 60 % 2016-2017 70% 2017-2018 80% OR 30 % increase growth	2015-2016 80%- 84.5% 2016-2017 85%-90% 2017-2018 91%-100%	Annual Value-Add (EVAAS estimate) by teacher \$1000 for teaching in the green	Annual Value-Add (EVAAS estimate) by teacher \$2500 for teaching in the blue	>50% FRL or >10% Teacher Turnover	PLC Leadership and < 4 absences per year (\$500)	

Recruitment Bonuses	Passing Pearson Test Prior to Hire Date	In the Green	In the Blue	High Need Schools >50% FRL or >10% Teacher Turnover	Maximum Possible
New Teacher (In & Out of State)	\$ 500.00				\$500
Out of State				\$1,000	\$1,000
In State		\$500.00	\$ 1,500.00	\$1,000	\$3,000

***Implementation is contingent upon state funding.** To receive differentiated pay the teacher must be employed on November 1 of the following school year.
 Differentiated pay applies to:
 - Classroom teachers who is employed as a teacher and spends at least seventy percent of his or her work time in classroom instruction and is not employed as instructional support personnel.