



Lincoln County Schools Differentiated Pay Plan Proposal 01-07-15

Section 8.41 of the 2014 Budget allows LEAs to submit proposals establishing local differentiated pay programs for effective classroom teachers. LEAs may meet the requirements of Section 8.41 in one of two ways; either by submitting a differentiated pay plan OR a written notice that they will not be submitting a proposal. Only school districts with a plan they wish to share for consideration for future potential appropriations out of the North Carolina Education Endowment Fund will need to submit a plan this year. Otherwise, the written notice will suffice. Proposals, notifications and questions may be sent to the General Assembly at payplan@ncleg.net

Lincoln County Schools (LCS) requests consideration of funding a local differentiated pay plan to meet the needs of our LEA. LCS has 24 schools and approximately 11,700 students, 47 percent of who are eligible for free or reduced-price lunch. LCS also has a correlating teacher turnover rate that corresponds with our high risk student population. Even though the district teacher turnover rate is nine percent, schools can maintain three times that amount to zero turnovers during our rolling window of examination. For the purpose of this proposal, LCS has chosen to establish a two year rolling window of examination in order to determine our most at risk school populations.

LCS has determined that “Effective” and “Highly Effective” teachers will be the overarching variable in our proposal. Additionally, we have created a “tier” system in which all LCS facilities would fall into one of three “tiers,” based on the spreadsheet encompassing Free and Reduced Lunch percentages, Teacher Turnover, and a total rubric score. Finally, we propose that a dollar figure be attached to each category of teacher because we believe all teachers who score “Effective” or “Highly Effective” on the Overall Status deserve to be rewarded. (Table 1)

Table 1

| School Classification | Teacher Classification Overall Rating – “Effective” | Teacher Classification Overall Rating – “Highly Effective” |
|-----------------------|---|--|
| Tier I | \$1000.00 | \$2500.00 |
| Tier II | \$750.00 | \$2000.00 |
| Tier III | \$500.00 | \$1500.00 |

The second approach divided the schools into three groups based on the “Total Rubric Score” on the spreadsheet. This approach put an increased emphasis on those schools where free/reduced lunch numbers are considerable higher. We subtracted the lowest score (59 – St. James) from the highest score (220 – Battleground) and then divided by three ($161/3=53$). We then created three groups by subtracting 53 from the rubric score. (Table 2)

Table 2

| Tier I (220-59=161) Score Range 161-220 | Tier II (161-53=108) Score Range 108-160 | Tier III (107-53=55) Score Range 55-107 |
|--|---|--|
| Battleground Elementary | GE Massey Elementary | Union Elementary |
| Asbury Alternative | Lincolnton High | East Lincoln High |
| Kiser Intermediate | S. Ray Lowder Elementary | Pumpkin Center Primary |
| Lincolnton Middle | Norris Childers Elementary | North Lincoln High |
| | Love Memorial Elementary | Pumpkin Center Intermediate |
| | West Lincoln Middle | East Lincoln Middle |
| | North Brook Elementary | North Lincoln Middle |
| | Iron Station Elementary | Rock Springs Elementary |
| | West Lincoln High | Catawba Springs Elementary |
| | | St James Elementary |
| | | |

Effective teachers essentially would be rewarded for their exceptional outcomes no matter their location within our district. We would strive to monetarily recognize exceptional outcomes in our high need areas and schools. This would potentially attract highly effective teachers across our district and region to seek application to our Tier 1 schools in order to draw towards a stable workforce as well as improve outcomes for our highest need student populations. A school could move from one tier to another each year depending on the amount of teacher turnover and/or the demographic changes within the student population.

A teacher must display sustained high progress of student outcomes in subject areas and evaluations rated as accomplished or higher during the two year window preceding AND/OR show strong correlation evidence between the Professional Teaching Standards and EVAAS data that supports student growth. If a teacher does not have student EVAAS data due to testing restrictions, then they can use the school data as their own as substitution.

LCS Teacher Turn Over Rate cross referenced with Free-Reduced Lunch Percentage
10-31-14

| School | # Certified Staff | 13/14 TTR | 14/15 TTR to date | Transfer 13-15 | Total TTR | TTR % to date | RUBRIC SCORE | FRL % 10/13 | FRL % 10/14 | RUBRIC SCORE | Total Rubric Score |
|-------------------|-------------------|-----------|-------------------|----------------|-----------|---------------|--------------|-------------|-------------|--------------|--------------------|
| Battleground | 33 | 6 | 4 | 1 | 10 | 30% | 30 | 90 | 100 | 190 | 220 |
| Asbury | 11 | 3 | 1 | | 4 | 36% | 36 | 68 | 81 | 149 | 185 |
| Kiser | 31 | 0 | 2 | 3 | 2 | 5% | 5 | 80 | 79 | 159 | 164 |
| Lincolnton Middle | 50 | 10 | 2 | | 12 | 20% | 20 | 69 | 74 | 143 | 163 |
| GE Massey | 28 | 1 | 0 | 2 | 1 | 3% | 3 | 70 | 78 | 148 | 151 |
| Lincolnton High | 70 | 11 | 6 | 4 | 17 | 24% | 24 | 60 | 63 | 123 | 147 |
| SR Lowder | 27 | 1 | 0 | 2 | 1 | 4% | 4 | 66 | 74 | 140 | 144 |
| Norris Childers | 41 | 4 | 3 | 1 | 7 | 12% | 12 | 57 | 65 | 122 | 134 |
| Love Memorial | 35 | 2 | 0 | 2 | 2 | 6% | 6 | 58 | 63 | 121 | 127 |
| WL Middle | 50 | 5 | 1 | 1 | 6 | 12% | 12 | 58 | 57 | 115 | 127 |
| North Brook | 35 | 0 | 2 | 4 | 2 | 6% | 6 | 61 | 59 | 120 | 126 |
| Iron Station | 45 | 4 | 2 | 3 | 6 | 14% | 14 | 54 | 56 | 110 | 124 |
| WL High | 66 | 9 | 3 | 2 | 12 | 14% | 14 | 49 | 53 | 102 | 116 |
| Union | 26 | 1 | 0 | 1 | 2 | 8% | 8 | 48 | 49 | 97 | 105 |
| EL High | 64 | 14 | 4 | 1 | 18 | 28% | 28 | 30 | 31 | 61 | 89 |
| PCP | 26 | 1 | 0 | 2 | 1 | 4% | 4 | 38 | 38 | 76 | 80 |
| NL High | 68 | 12 | 4 | 0 | 16 | 24% | 24 | 26 | 28 | 54 | 78 |
| PCI | 25 | 0 | 0 | 2 | 0 | 0% | 0 | 36 | 42 | 78 | 78 |
| EL Middle | 50 | 4 | 1 | 3 | 5 | 10% | 10 | 32 | 33 | 65 | 75 |
| NL Middle | 55 | 5 | 1 | 2 | 6 | 13% | 13 | 30 | 30 | 60 | 73 |
| Rock Springs | 48 | 3 | 4 | 1 | 7 | 15% | 15 | 26 | 24 | 50 | 65 |
| Catawba Springs | 41 | 1 | 0 | 2 | 1 | 3% | 3 | 29 | 27 | 56 | 59 |
| St James | 43 | 2 | 0 | 0 | 2 | 5% | 5 | 27 | 28 | 55 | 59 |
| LCST | 12 | 0 | 1 | 0 | 1 | 8% | 8 | na | na | na | |
| | | | | | | | | | | | |
| District | | | | | | 9% | | 46% | 47% | | |