

Martin County Schools Pay for Performance

Martin County Schools Pay for Performance Plan will provide incentives to those schools that meet growth expectations and to individual teachers who perform above and beyond base expectations of their position.

Part I:

Fifty percent of the funding set aside or designated for performance incentive will be utilized to provide incentives to certified staff members of schools that meet growth expectations. The amount per staff member will be dependent on the number of schools that meet or exceed growth and the number of certified staff members employed at the identified schools (ie. If four schools meet or exceed growth and the total number of certified staff members is 125, fifty percent of the funding set aside for pay for performance will be divided equally among the 125 staff members.)

Part II:

The remaining 50 percent of the funding set aside or designated for performance incentive will be utilized to reward individual staff members. The following rubric will be utilized to determine an individual employee's eligibility to receive incentive pay for performance above and beyond base expectations of their position. To be eligible, employees must meet a minimum standard of proficient on all areas of the NCEES. Based on a point system, employees that receive sufficient points in either Tier I or Tier II of the rubric will be eligible to receive additional pay.

36 – 50 Points	Tier I	\$\$
20 – 35 Points	Tier II	\$

Category:

EVAAS Data from Previous Year

Exceeds Growth 10 Points _____

Attendance

Absent 0 - 5 days 10 Points _____

Absent 6 – 10 Days

5 Points

(Excludes jury duty, military leave, PD required by district, leave related to Workmen's Compensation)

Professional Growth

Master's in Area of Teaching

5 Points

(Points earned only if you are not being compensated at the Master's Level already)

Mentor for 3rd Year Teacher

3 Points

Conference Presentation – Maximum of 6 points can be earned.

National/State Level

3 Points

Regional Level

2 Points

District Level

1 Point

Extracurricular Activities

Hours can be accrued for extracurricular activities outside of the school day that are done on a voluntary, unpaid basis. Hours must be logged with documentation of activity. Examples of hours that may be counted could include tutoring, collecting money at ballgames, after hours practice for Battle of the Books, etc. Hours that may not be included would be time spent completing aspects of the regular job responsibilities of a teacher, such as grading papers, writing lesson plans, etc. or any other duty in which compensation either in time or money is received for the service.

120 Hours or More

10 Points

80 - 119 Hours

5 Points

Recipient of Grant Award of \$1,000.00 or More

Maximum of 6 points may be earned.

3 Points

(Per Grant)

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