



## *McDowell County Schools*

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Mark R. Garrett, Superintendent

15 January 2015

### **Draft Submission of Teacher Differentiated Pay Plan**

In order to participate in the state's proposed Teacher Differentiated Pay Plan (as directed by Section 8.41.b. of SB 744), we plan to use allocated funds in the following manner:

1. A percentage of total funds allocated will be designated for teacher recruitment signing bonuses for identified difficult to staff positions within the district (i.e. Exceptional Children at all levels, Secondary Math, and Secondary Science positions). Signing bonuses would be paid to teachers in two increments: 50% in December and 50% of the bonus at the end of the school year (June). A recurring bonus for these positions will be considered if funds allow.

2. Remaining funds would be allocated for teacher-differentiated pay. The following categories will be considered:

**A. Student Performance** as measured by EVAAS growth data. Teachers will receive a bonus if the school attains student growth, and a higher bonus if the school exceeds growth. This category will be validated by the Director of Accountability.

**B. Teacher Leadership** as supported by teacher involvement in the following:

(1.) School-based leadership (grade level chair, department chair, SIT chair, etc.)

(2.) Non-compensated district/state/or national responsibilities that exceed basic membership (must be involved in a leadership capacity such as an organizational officer, facilitator of staff development, conference presenter, etc.)

(3.) Non-compensated crucial extra duty assignment.

(4.) Principals or Directors will recommend their staff members and a district committee will determine if the recommendation is valid.

**C. Teacher Attendance:** (excluding days approved in advance for medical and professional leave) Teachers would be recommended based on attendance of 95% or higher. An increased incentive for each percentage point above 95 will be considered based on availability of allocated funding.