



MOORE COUNTY SCHOOLS
Growing to Greatness

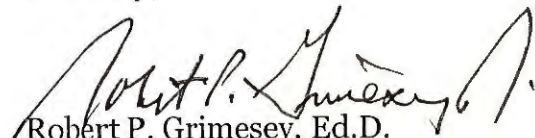
January 13, 2013

To whom it may concern,

Attached, please find Moore County Schools' proposal for Differentiated Pay approved by the Moore County Board of Education on January 12, 2015.

Thank you for your consideration.

Sincerely,


Robert P. Grimesey, Ed.D.
Superintendent



Proposed Differentiated Pay Plan

The purpose of Moore County Schools' proposed Differentiated Pay Plan is to provide for differentiated pay for the purpose of recruitment and retention. This proposal is only applicable to classroom teachers. This plan is subject to the availability of funds appropriated by the General Assembly specifically for the purpose of implementing a differentiated pay plan.

A differentiated pay bonus in the amount of up to \$4,000 per eligible teacher to be considered on an annual basis at the end of each school year will be provided to the following:

1. Teachers in hard-to-staff subject areas as identified by the Superintendent, including, middle and high school science and math and K-12 exceptional children teachers.
2. Teachers at schools identified by the Superintendent which historically have experienced higher-than-district-average turnover rates.

In both instances, teachers must demonstrate effective performance as determined by the North Carolina Teacher Evaluation instrument.

Approved for submission by the Moore County Board of Education on January 12, 2015

From Senate Bill 744

SECTION 8.11.(h) Article 9 of Subchapter I of Chapter 105 of the General Statutes is amended by adding a new section to read:

"§ 105-269.7. Contribution of income tax refund or payment to the North Carolina Education Endowment Fund.

Any taxpayer entitled to a refund of income taxes under Article 4 of this Chapter, or any taxpayer who desires to make a contribution, may elect to contribute all or part of the refund or may make a contribution to the North Carolina Education Endowment Fund established pursuant to G.S. 115C-472.16 to be used in accordance with that statute. The Secretary shall provide appropriate language and space on the income tax form in which to make the election or contribution. The taxpayer's election or contribution becomes irrevocable upon filing the taxpayer's income tax return for the taxable year. The Secretary shall transmit the amounts designated pursuant to this section to the State Treasurer for credit to the North Carolina Education Endowment Fund."

SECTION 8.11.(i) Funds appropriated from the General Fund to the North Carolina Education Endowment Fund, as established by this section, for the 2014-2015 fiscal year shall be used for the purpose of providing local boards of education with additional State funds for local programs for differentiated pay for highly effective classroom teachers. It is the intent of the General Assembly to use these funds for appropriations to local boards of education based on proposals for differentiated pay submitted by local boards of education in accordance with Section 8.41 of this act. Funds shall only be expended from the North Carolina Education Endowment Fund for differentiated pay upon an act of appropriation by the General Assembly.

SECTION 8.11.(j) Subsection (h) of this section is effective for taxable years beginning on or after January 1, 2014.

DIFFERENTIATED PAY FOR HIGHLY EFFECTIVE TEACHERS

SECTION 8.41.(a) Intent. – It is the intent of the General Assembly to provide local boards of education additional State funds for local programs to provide differentiated pay for highly effective classroom teachers through funds appropriated from the North Carolina Education Endowment Fund as provided in Section 8.11(i) of this act.

SECTION 8.41.(b) Proposals. – Local boards of education shall submit proposals to establish a local program to provide differentiated pay for highly effective classroom teachers to the Senate Appropriations/Base Budget Committee, the House Committee on Appropriations, and the Joint Legislative Education Oversight Committee by January 15, 2015. Page 50 Session Law 2014-100 Senate Bill 744-Ratified

(1) Proposals may include any of the following types of differentiated pay for classroom teachers:

- 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 classroom teachers, including:
 1. Hard-to-staff subject areas, such as science, technology, engineering, and mathematics (STEM) education and exceptional children.
 2. Hard-to-staff schools.
 3. Assignment of additional academic responsibilities and leadership roles.
 4. Assignment as an instructional coach.

(2) Proposals shall limit eligibility for differentiated pay to the following employees of local boards of education:

- a. Classroom teachers. – An eligible classroom teacher is a teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction and is not employed as instructional support personnel.
- b. Instructional coach, as classified by the Department of Public Instruction, in a Title I school, as identified under Part A of Title I of the Elementary and Secondary Education Act of 1965, as amended.