

MEMORANDUM

To: Dr. June S. Atkinson,
Superintendent of Public Instruction

From: Dr. Anthony Jackson, Superintendent
Nash-Rocky Mount Public Schools Board of Education
Joyce Graves-Hinton, Assistant Superintendent of Human Resources

Date: January 11, 2015

Re: Differentiated Pay for Highly Qualified Teachers

PURPOSE:

The 2014 approved state budget, the General Assembly's intend 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.

BACKGROUND:

The Nash-Rocky Mount Public Schools seeks to recruit and retain highly qualified teachers who are dedicated to the mission of educating our students with engaging and relevant instruction. These teachers must constantly focus on professional growth and improvement in order to accomplish this goal. The 2014 budget bill provides that each local board of education must submit a proposal for a local program to provide differentiated pay for highly effective teachers. Proposals must limit eligibility to classroom teachers and instructional coaches. Program proposals may include performance-based raises and bonuses based on hard-to-staff subject areas or schools and assignment of additional roles or responsibilities. NCDPI has provided guidance to LEAs that indicates this provision is optional, not mandatory. According to NCDPI's interpretation, local school boards may comply with this provision either by submitting a differentiated pay plan or by submitting written notice that they will not be submitting a proposal to the House and Senate Appropriations Committees and Joint Legislative Education Oversight Committee by January 1, 2015.

FRAMEWORK – NRMPS LOCAL PLAN

To recognize and reward exemplary teachers, the Nash-Rocky Mount Public Schools will provide differentiated pay, to the extent possible, within the funding provided from the General Assembly, to all classroom teachers who achieve at least a "proficient" rating on all standards on which a rating is assigned on their most recent year-end evaluation. Each rating at or above the "proficient" rating will qualify the teacher for additional compensation above the base amount for the proficient rating. The specific amount of differentiated pay would be determined by the total amount of funding made available to the LEA by the General Assembly and the number of classroom teachers eligible for the pay. The more teachers eligible the less individual pay, the fewer teachers the larger the differentiated pay amount.