

**ORANGE COUNTY
BOARD OF EDUCATION**

AGENDA ITEM ABSTRACT

Meeting Date: December 8, 2014

AGENDA ITEM No. 14-12-12

ACTION ITEM (Y/N) Y

SUBJECT: Differentiated Pay for Highly Qualified Teachers

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ATTACHMENTS: None

PURPOSE: The purpose of this agenda item is to provide information on the General Assembly's intent 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: Orange County 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. DPI has provided guidance to LEAs that indicates this provision is optional, not mandatory. According to DPI'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.

In an effort to recognize and reward these teachers, Orange County Schools will provide differentiated pay, to the extent possible within the funding from the General Assembly, to all teachers who achieve at least "proficient" rating on all standards on which a rating is assigned on their most recent year-end evaluation. The specific amount of differentiated pay would be determined by the amount of funding provided by the General Assembly to the school district and the number of teachers eligible for the pay.

FINANCIAL IMPACT: Funding was established in the state budget to fund this proposal.

RECOMMENDATION: The Superintendent recommends that the Board approve the proposal to provide differentiated pay for highly effective teachers.