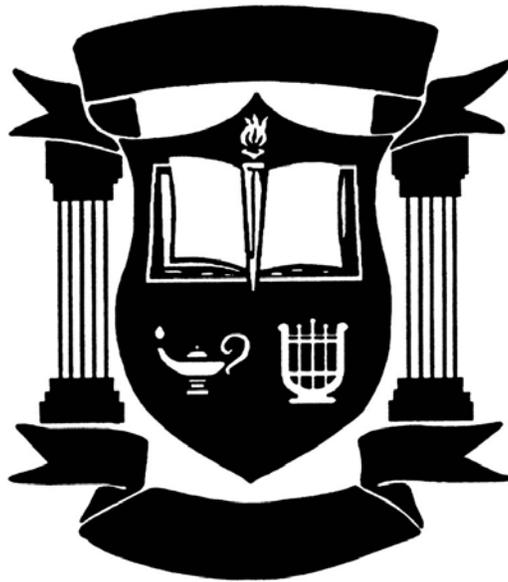


PAMLICO COUNTY SCHOOLS

WE DO WHAT'S BEST FOR CHILDREN



PERFORMANCE PAY PLAN

Approved by the Pamlico County Board of Education on January 12, 2015.

HISTORY OF DIFFERENTIATED PAY FOR HIGHLY EFFECTIVE TEACHERS

Section 8.41 of the 2014 Budget requires local Boards of Education to 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.

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.

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.

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.

PERFORMANCE PAY PLAN FOR PAMLICO COUNTY SCHOOLS

Based on the above stipulations, Pamlico County Schools would like to present a two tier approach to pay for performance. All schools can compete for the Tier 1 Performance Pay. The rationale behind Tier 1 is schools improve when the entire staff work toward common goals and all teachers are a part of the outcome and success. This component would assist in creating a climate for collaboration among all teachers and staff, encourage the sharing of ideas and teaching strategies, and help to eliminate isolation when planning.

In addition to or separate from a school exceeding growth, Tier 2 allows individual teachers to earn additional performance pay. This could affect a teacher in a school which exceeded growth

or a teacher in a school that made expected or no growth. Tier 2 is based solely on an individual teacher’s performance for that school year. Up to an additional 15% could be earned if they meet the criteria outlined in the chart below:

Tier 1-School Based Compensation	Tier 2-Individual Teacher Based Compensation
School Must Exceed Expected Growth	<p>Teachers Must Exceed Expected Growth: 5% Bonus</p> <p>All Teachers Assigned in Hard to Staff Subject Areas: 10% Bonus</p>
<p>All Classroom Teachers will be eligible for school based compensation per the following conditions:</p> <ol style="list-style-type: none"> 1. Only classroom teachers of a school shall be compensated. 2. Teachers must be employed with Pamlico County Schools the year following the results and at the time of the payment. 3. Teachers must be employed the year in which growth is calculated to receive the bonus. 4. Teachers must be rated “Proficient” or above on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form. 	<p>All Classroom Teachers will be eligible for individual teacher based compensation per the following conditions:</p> <ol style="list-style-type: none"> 1. Teachers licensed in and teaching middle grades math and/or science and rated “proficient” or above on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form. 2. Teachers licensed in and teaching high school math and/or science and rated “proficient” or above on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form. 3. Teachers licensed in and teaching special education in grades K-12 and rated “proficient” or above on all five North Carolina Professional Teaching Standards on the most recent Teacher Summary Rating Form.
<p><i>Note: Teachers who are not employed full time or teachers who do not work the entire year will receive a percentage of the bonus prorated to the amount of their employment.</i></p>	
All Licensed Classroom Teachers: \$2,500	<p>Licensed classroom teachers exceeding expected growth: Bonus of 5% of salary</p> <p>Licensed classroom teachers teaching a hard to staff subject area: Bonus of 10% of salary</p> <p>Licensed teacher teaching a hard to staff subject area and exceeding growth: Bonus of 15% of salary</p>

DEFINITIONS:

Classroom Teacher: A fully licensed, highly qualified teacher who is employed as a teacher who spends at least seventy percent (70%) of his or her work time in classroom instruction. Administrators and instructional support personnel are not defined as classroom teachers.

Exceeds Growth: The student growth value for the teacher exceeds what was expected per the statewide growth model for educator effectiveness.

Hard-to-Staff Subjects: Subject areas that have a multi-year pattern of shortage of teachers who are certified and highly qualified teachers. Pamlico County Schools will use the following indicators to define hard-to-staff subjects:

- 1) Trend Data for critical need subjects
- 2) A subject or subjects having consistent mid-year turnover
- 3) A subject or subjects having consistent late hires
- 4) A subject or subjects that require multi-task responsibilities
- 5) A subject or subjects deemed hard-to-staff by national standards