



Differentiated Pay Plan

January 15, 2015

Goals

Improve student achievement through the following initiatives

1. Recruitment – hire teachers at hard-to-staff schools or in hard-to-staff subjects (math, special education, etc.); recruitment bonuses can help level the playing field with nearby districts that are able to offer higher supplements
2. Transfers – encourage highly effective teachers to transfer to identified hard-to-staff schools
3. Retention – retain highly effective teachers working at hard-to-staff schools or teaching hard-to-staff subjects
4. Performance – reward teachers at high-performing schools

Guidelines, Definitions, and Eligibility

Under the guidelines of the Appropriations Act of 2014 (Senate Bill 744), a classroom teacher eligible for differentiated pay under this plan “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.” Further, to be eligible for any bonus or supplement under this plan, a teacher must be a full-time teacher who is fully licensed and highly qualified as defined at the time of the plan’s implementation.

In addition, except as otherwise noted, a teacher must be rated at least proficient on Standards 1-5 as of the most recent summary evaluation completed as part of the NC Teacher Evaluation Process to be eligible for differentiated pay under any part of this plan. In order to remain eligible to continue receiving a bonus or supplement, the teacher must be rated at least Proficient at the end of the year on all five standards of the NC Educator Evaluation Rubric.

If a teacher receiving a bonus or supplement under this plan becomes ineligible, the change will become effective with the next school year.

The Superintendent will determine the list of hard-to-staff schools and/or subjects and will notify the Board of Education regarding the initial list and any changes to that list over time. The initial list will be based on factors to include turnover rates, vacancies that do not generate a sufficient number of applications, schools or subjects with consistent mid-year hires, and overall school/subject performance data. Changes to the list of hard-to-staff schools and/or subjects will take effect at the beginning of the next school year. Any signing bonuses that are in progress will be honored but the additional supplements for teachers of those subjects and/or schools would not be paid beginning with the first paycheck of the new school year.

All bonuses and additional supplements outlined in this plan are subject to available state funding. If allocated funding is not sufficient to accomplish all initiatives as outlined in this plan, the plan may be amended by decreasing amounts and/or a priority order will be established and used to determine the disbursement of funds.

If this plan is funded, additional guidelines will be determined as needed to ensure that it is applied consistently and fairly.

Components

The PCS Differentiated Pay Plan will consist of the following components:

1. Recruitment

- Teachers who are first-time hires of Pender County Schools at a listed hard-to-staff school or for a listed hard-to-staff subject will receive a signing bonus of up to \$1000, payable as follows:
 - A bonus of up to \$500 to be paid after the teacher signs his/her contract and reports to work; the teacher must complete the school year or the amount paid will be withheld from the final paycheck
 - A bonus of up to \$500 to be paid on June 30 of that school year
- Bonuses will be prorated if initial hire date is after the 20th school day.

- If this plan is still in place and funding remains available, teachers who receive a signing bonus under this component would become eligible for a supplement increase under component #3 the following school year.

2. Transfers

- Highly-qualified, fully-licensed teachers who are at least proficient on Standards 1-5 of the NC Teacher Evaluation Process who teach at a Pender County school that is not identified as hard-to-staff may request a transfer to a hard-to-staff school. Selected eligible teachers who transfer to hard-to-staff schools will receive an additional 2% supplement for that school year.
- Teachers who are highly qualified and fully licensed in a hard-to-staff subject but who are not currently teaching that subject may request a transfer to teach that subject. Selected eligible teachers who transfer to hard-to-staff subjects will receive an additional 2% supplement for that school year.
- A teacher who satisfies both of the above (i.e., a teacher transferring from a non-listed school to a listed school and switching from a non-listed subject to a listed subject) would be eligible for both supplement increases under this component.
- A transfer must be completed prior to the date listed in the Pender County Schools transfer guidelines in order for the teacher to be eligible for supplement increases under this component; however the Superintendent may, in an identified emergency, allow a transfer after the listed date. In such case, the supplement would be prorated, beginning with the first full pay period following the transfer.
- If this plan is still in place and funding remains available, teachers who receive a supplement increase under this component would become eligible for a supplement increase under component #3 the following school year.

3. Retention

- Highly-qualified, fully-licensed teachers who are at least proficient on Standards 1-5 of the NC Teacher Evaluation Process who teach at a Pender County school identified as hard-to-staff will receive an additional 2% supplement.
- Teachers who are highly qualified and fully licensed in one or more hard-to-staff subjects whose teaching assignment is 100% in that subject or subjects will receive an additional 2% supplement.
- A teacher who satisfies both of the above (i.e., a teacher teaching a hard-to staff subject in a hard-to-staff school as outlined above) would be eligible for both supplement increases under this component.

4. Performance

- Since schools improve when all staff members work together toward common goals and all teachers are vital to achieving desired outcomes for students, this component would assist in creating a collaborative climate and encourage all schools in Pender County to work as professional learning communities, focused on individual and aggregate student growth and achievement.
- Teachers in any school which exceeds growth as defined by state guidelines will receive an additional 2% supplement, to be paid in a lump sum after the official release of school achievement data in the fall. Application of this component will begin with data from the 2015-16 school year. Teachers must still meet all eligibility requirements and must still be employed as a teacher in Pender County Schools at the time of this payout in order to receive this supplement. Teachers who did not teach at that school for the entire year may receive a prorated amount.

A teacher who receives a signing bonus or supplement under components 1-3 will also be eligible for a bonus under component #4.

Approved by the Pender County Board of Education on Monday, January 12, 2015