

**Public Schools of Robeson County**

Post Office Box 2909  
Lumberton, North Carolina, 28359  
(910) 671-6024  
Superintendent, Dr. Johnny Hunt

January 13, 2015

**To Whom It May Concern,**

**The Public Schools of Robeson County would like to submit a Differentiated Pay Plan for highly effective teachers prior to the January 15, 2015 deadline. The Public Schools of Robeson County administration, Board of Education, teachers and NCAE have dedicated much time and effort to develop this comprehensive plan. It complies with the requirements set forth in Senate Bill 744, Section 8.41 of the 2014 Appropriations Act.**

**Please contact the Office of Superintendent, Dr. Johnny Hunt or Assistant Superintendent for Human Resources, Mr. Stephen Gaskins, if you have any questions.**

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### **Differentiated Pay Plan**

The purpose of the Public Schools of Robeson County 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 as stated in Senate Bill 744, Section 8.41.(b). 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 \$3000 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 math and science and K-12 exceptional children teachers
2. Teachers at schools identified by the Superintendent which historically have experienced higher-than-district-average turnover rates

A differentiated pay bonus in the amount of up to \$2000 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 whose classes exceed expected growth according to End of Year EVAAS Growth Data

A differentiated pay bonus in the amount of up to \$1000 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 at schools where the whole school exceeds expected growth according to End of the Year EVAAS Growth Data

--- To receive differentiated pay, the teacher must be employed on November 1 and the last day of school for that school year.

---Implementation and amounts provided are contingent upon funding from the General Assembly.