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January 7, 2015

To Whom It May Concern,

Scotland County Schools would like to submit a Differentiated Pay Plan for highly effective teachers prior to the January 15, 2015 deadline. Scotland County Schools has devoted much time and effort to this plan. It is the intent of the school system to create a plan that met the requirements of Section 8.41 in the 2014 Appropriations Act. Our board of education, administrators, and teachers have helped in the creation of this plan.

Scotland County Schools has created two documents for you to view:

1. A Differentiated Pay Plan for Highly Effective Teachers
2. A word document of Performance Awards

If you have any questions please do not hesitate to contact me at 910-277-4459.

Sincerely,

*Cory Satterfield*

Cory Satterfield  
Assistant Superintendent  
Scotland County Schools

## Performance Awards

### Elementary and Middle School

- **Elementary/Middle Proficiency Composite Award (School –Wide)** – School proficiency composite for all assessed subjects meets yearly benchmarks.

### High School

- **High School Proficiency Composite Award (School-Wide)** – School proficiency composite for all assessed subjects meets yearly benchmarks.
- **Career & College Ready Award (School- Wide)** - School proficiency composite for ACT/Work Keys meet yearly benchmarks.
- **Graduation Rate**- School meets yearly benchmarks.

### Elementary, Middle and High School

- **Teacher Effect Award (EVASS)** - Annual value-added EVASS estimate/teaching in the blue indicates the teacher exceeded growth.

### Elementary, Middle and High School

- **Leadership Roles**- Teacher leaders with less than 4 absences a year and who hold a designated leadership position in the school.

## Recruitment Bonuses

### Elementary, Middle and High School

- **Passing Pearson Test Scores** -Prospective teacher will have passing Pearson test scores prior to hire date.
- **High Needs School** - defined as a school with an annual Proficiency Composite in the bottom 20% of the district for the most recent year or has not made growth for 3 consecutive years.
- **In the Blue Teaching**- Annual value-added EVASS estimate/teaching in the blue indicates the teacher exceeded growth during the previous school year.
- **National Board Certified Teacher or Master's Degree** -Teachers with advanced certifications and degrees.
- **High Need Areas- Science, Math, Special Education, CTE** – Teachers in critical need areas.

**Who is included:**

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, as amended.

Scotland County Differentiated Pay 2014-2015 Plan

**DRAFT**

	Elementary /Middle Proficiency Composite Award (School-wide)	High School Proficiency Composite Awards (School-wide)	Career & College Ready Award (School-wide)	Graduation Rate	Teacher Effect Award (EVAAS)	Leadership Roles	Maximum Possible
Teachers 9-12		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
CTE		\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
Teachers 6--8	\$ 3,000.00				\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
K-5	\$ 3,000.00				\$ 2,500.00	\$ 2,000.00	\$ 7,500.00
Criteria	Proficient Composition Grade Level Proficient 2015-2016 60% 2016-2017 70% 2017-2018 80% <b>OR</b> 20% increase	Proficient Composition Grade Level Proficient 2015-2016 60% 2016-2017 70% 2017-2018 80% <b>OR</b> 20% increase	ACT /Work Keys 2015-2016 60 % 2016-2017 70% 2017-2018 80% <b>OR</b> 30 % increase growth	2015-2016 92%-over 2016-2017 94%-over 2017-2018 95%-over	Annual Value-Add (EVAAS estimate) by teacher for teaching in the blue	SIT Member - \$1000 < 4 absences per year \$1000	

Recruitment Bonuses	Passing Pearson Test Prior to Hire Date	High Needs School Annual Proficiency Comp. in the bottom 20% of the district for the most recent year <b>OR</b> has not made growth for 3 consecutive years	Annual Value-Added (EVAAS) by teacher teaching in the Blue- previous year	NBCT <b>OR</b> Master Degree in Education	High Need Areas - Science, Math, EC, CTE	Maximum Possible
New Teacher (In & Out of State)	\$ 500.00	\$2000 per year for 3 years.			\$ 2,500.00	\$ 9,000.00
Out of State	\$ 500.00	\$2000 per year for 3 years.		\$ 1,000.00	\$ 2,500.00	\$ 10,000.00
In State		\$2000 per year for 3 years.	\$ 1,500.00	\$ 1,000.00	\$ 2,500.00	\$ 10,000.00
Transfer within County		\$2000 per year for 3	\$ 1,500.00	\$ 1,000.00	\$ 2,500.00	\$ 10,000.00

Implementation is contingent upon state funding. To receive differentiated pay the teacher must be employed on November 1 of the following school year.