



Stanly County Schools



Differentiated Pay Plan Proposal

Background

Senate Bill 744 Section 8.41 allows LEAs to submit proposals establishing local differentiated pay programs for highly effective classroom teachers. The Senate Appropriations/Base Budget Committee, the House Committee on Appropriations and the Joint Legislative Education Oversight Committee will assess the proposals. The General Assembly may appropriate funds from the North Carolina Education Endowment Fund to assist LEAs establishing local differentiated pay programs.

Purpose

Stanly County Schools has developed a strategic differentiated pay plan to support the staffing needs of our high priority schools and hard to staff subject areas. The incentive plan will be used to recruit, develop and retain quality teachers. High priority schools will be identified as high priority when:

- the proportion of free and reduced lunch students at the school is at or above 65 % and
- the school proficiency on EOC and EOG is at or below 40%.

The pay plan has two components, incentives and pay-for-performance. The plan provides incentives to attract and retain quality teachers for hard-to-staff schools and hard-to-staff subjects. The second component of the plan, pay-for-performance, compensates teacher effectiveness. The differentiated pay plan offer teachers at high priority schools multiple opportunities to earn additional pay as a result of meeting or exceeding expectations.

Principles

- The plan will be administered equitably and fairly.
- The plan includes licensed teachers in schools identified as high priority schools.
- The plan also includes licensed teachers in hard-to-staff certification areas.
- The plan will be reviewed continuously by key stakeholders, especially teachers and principals and the organizations that represent them.
- The evaluation instrument utilized as part of the plan will be the North Carolina Educator Evaluation System (NCEES).
- Tools and measures such as EVAAS data will be used to gauge teacher effectiveness.

- The Superintendent or designee retains the right to weigh factors; make decisions related to unintentional consequences; and/or, consider other criteria that he/she deems relevant.

Stanly County Schools' Plan Components

- A. Incentive
 - 1. High priority schools
 - 2. Hard-to-staff certification areas
- B. Pay-for-Performance
 - 1. School-wide student growth
 - 2. Individual teacher's students' growth

Eligibility

- 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.

Requirements

- A. All teachers will be evaluated annually under NCEES.
- B. Teacher employed in schools identified as high priority schools agree to remain in the said school for a minimum of three school years.
- C. Teachers on a Monitored Professional Development Plan are eligible for pro-rated financial rewards until successful completion of the requirements of the improvement plan.
- D. Teachers on a Directed Professional Development Plan are not eligible for financial awards. Teachers on a Directed Professional Development Plan will become eligible for pro-rated financial rewards upon successful completion of the requirements of the improvement plan.
- E. Teachers on a Mandatory Improvement Plan are not eligible for financial awards.

High Priority Schools

Component	Criteria	Financial Award
Part I Service to District	Hard-to-Staff Schools As determined by free and reduced ratio and proficiency percentage.	\$100 paid per month and pro-rated if employee is part-time or shared between schools
	Hard-to-Staff Certification Areas EC/Science/Math	\$1500 paid upon completion of three observations scoring "proficient" or higher on all standards and pro-rated if employee is part-time
	Maximum Potential	\$2500
Part II Quality of Work	Growth School-wide Students' Growth (Exceeds Growth)	\$750 paid after NC State Board of Education certifies results
	Individual Teacher's Students' Growth (Exceeds Growth)	\$750 paid after NC State Board of Education certifies results
	Higher Education Master's degree	\$750 paid annually to teachers that receive a master's degree after August 1, 2014
	Maximum Potential	\$2250
	Maximum Potential Yearly Payout Per High Priority School Employee	\$4750

District Wide Non- High Priority Schools

Component	Criteria	Financial Award
Part I Service to District	Hard-to-Staff Certification Areas EC/Science/Math	\$1000 paid upon completion of three observations scoring "proficient" or higher on all standards and pro-rated if employee is part-time
Part II Quality of Work	Higher Education Master's degree	\$750 paid annually to teachers that receive a master's degree after August 1, 2014
	Maximum Potential Yearly Payout Per Non-High Priority School Employee	\$1750