



MEMORANDUM

To: Christine Kushner, Chair

From: James G. Merrill, Superintendent *JM*

Date: December 10, 2014

Re: Differentiated Pay Plan

The Wake County Public School System seeks to recruit and retain highly qualified teachers who are dedicated to preparing our students to reach their full potential, ready to lead productive lives in a complex and changing world. To accomplish this mission, they will provide relevant and engaging instruction that will result in students who are collaborative, creative, and critical thinkers.

In an effort to recognize and reward these teachers for their commitment to providing a high quality education to all students, The Wake County Public School System will provide differentiated pay, to the extent possible within the funding from the General Assembly, to all teachers who achieve at least "proficient" ratings on all standards on which a rating is assigned on their most recent year-end evaluation. The specific amount of differentiated pay would be determined by the amount of funding provided by the General Assembly to the school district and the number of teachers eligible for the pay.