



Watauga County Board of Education

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MEMORANDUM

TO: NC Senate Appropriations/Base Budget Committee
NC House Committee on Appropriations
Joint Legislative Education Oversight Committee

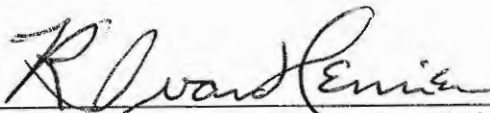
FROM: Stephen Martin, Human Resources Director, Watauga County Schools

DATE: January 13, 2015

RE: Differentiated Pay Plan


The Watauga County Board of Education unanimously approved the attached proposed differentiated pay plan during their meeting on January 12, 2015. The plan was reviewed by the Personnel Advisory Committee (PAC) on January 8, 2015. The Personnel Advisory Committee membership is comprised of representative teachers from each of the nine schools in Watauga County.

We respectfully submit this proposed differentiated pay plan for your consideration.



Ron Henries, Board of Education Chairman

1-15-15
Date



Dr. Scott Elliott, Superintendent

1-15-15
Date

Watauga County Schools *Proposed* Differentiated Pay Plan

Background Information

Senate Bill 744, The Appropriations Act of 2014 was ratified by the NC General Assembly in 2014 and signed by the governor on August 7, 2014. In Section 8.41 (Differentiated Pay for Highly Effective Teachers) the law defines the process and requirements for local boards of education to submit differentiated pay plans for teachers who are highly effective, teachers in hard-to-staff subject areas, teachers in hard-to-staff schools, and teachers with additional academic responsibilities and leadership roles. The funding for these proposals will be appropriated from the NC Endowment Fund. Proposals must be submitted to the Senate Appropriations/Base Budget Committee, the House Committee on Appropriations, and the Joint Legislative Education Oversight Committee.

Proposed Criteria for Differentiated Pay

1. Annual growth in student achievement at the school level.
 - This measure would provide a one-time bonus each year for eligible staff at each school if the overall school effectiveness rating is EXCEEDS EXPECTED GROWTH.
 - Eligible staff who worked 100% of the school year from beginning to the end would receive 100% of designated pay.
 - Eligible staff who worked part of the school year would receive a prorated amount based on the months worked at the school.
 - Part-time and itinerant staff would receive a prorated amount based on the time assigned to the school.

2. Assignment in hard to staff positions.
 - Classroom teachers who are hired into positions determined "hard to staff" would receive a one-time bonus at the completion of their initial year of employment.
 - The Watauga County Schools Board of Education will determine on an annual basis prior to the beginning of the school year which positions are "hard to staff".

3. Additional responsibilities and leadership roles.
 - Upon completion of an advanced degree, certified instructional staff would receive a one-time bonus at the end of the school year in which the degree was completed.

These criteria would reward the values of teamwork and collaboration at the school level through a school-wide model. Additionally, recruitment bonuses for hard to staff positions would help to attract teachers to these difficult to fill areas. Instructional staff who seek to extend their education through advanced degrees have demonstrated initiative and added value to the profession.