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Differentiated Pay Proposal

In 2014, the North Carolina General Assembly adopted the Appropriations Act of 2014. In Section 8.41, the law requires Boards of Education to provide proposals to the General Assembly for differentiated pay for highly effective teachers by January 2015, with funding for these proposals coming from the newly established North Carolina Endowment Fund. This proposal must be submitted to the Senate Appropriations/Base Budget Committee, the House Committee on Appropriations, and the Joint Legislative Education Oversight Committee.

The employees of Wilkes County Schools believe the key to student success lies in the teamwork approach to curriculum instruction, which is evidenced through collaboration and our commitment to the data team process. Therefore, rewards based on student performance should not be limited to teachers only and should focus on the success of the entire school team.

Criteria for award of bonuses or adjustments to base salary would include the following three areas:

1.—Annual growth in student achievement of students assigned to a specific school.

A one-time bonus for full time personnel assigned to a school that EXCEEDS Expected Growth according to the North Carolina Accountability Model.

- Licensed Personnel receive a one-time bonus of \$1,500
- Teacher Assistants receive a one-time bonus of \$750
- Other support staff (non-instructional support, custodial, cafeteria, etc.) receive a one-time bonus of \$500

2.—Annual growth in student achievement of students assigned to a teacher's classroom.

An individual teacher award based on Academic Growth.

A teacher who EXCEEDS Expected Growth according to EVAAS would receive a one-time bonus of \$1,000.

3.—Hard to Fill Positions

For positions determined “Hard to Fill” by our School Board on an annual basis, teachers would receive a recurring annual bonus not to exceed \$5,000. This will be broken down as follows:

Year 1—Teacher will receive a bonus of \$2500 upon signing their initial contract

Year 2---Teacher will receive a bonus of \$2500, in addition to that received the previous year, bringing the total of the bonus to \$5000. This will be broken down over the 10 month pay period.

Year 3 and beyond—Teachers hired under the “Hard to Fill” provision will have this \$5000 addition included in their salary for the life of the funding through the North Carolina Endowment Fund. This will not be a \$5000 increase yearly, but the teachers hired under this provision will receive \$5,000 more in annual salary than those who were not hired under this provision.