



# Iredell - Statesville Schools

Together, Ensuring *Student Success* by Igniting a *Passion* for Learning

## Iredell-Statesville Schools Merit-Based Bonus Plan

The Iredell-Statesville Schools Board of Education will award one-time merit-based bonuses to eligible employees in March 2017 in accordance with the plan outlined here and North Carolina Session Law 2016-94, section 36.1A. To be consistent with law, the allocation of these one-time bonuses will not be across-the-board. The amount of bonus awarded will not be added to the employee's ongoing base salary and will not be considered compensation for retirement purposes.

### 1. ELIGIBILITY

To be eligible for a one-time merit-based bonus, an employee must meet the requirements established below.

#### 1. Position Requirements

- **Position Categories:** Eligible position categories for the merit-based bonuses are all classified non-educators, including teacher assistants, bus drivers, office support personnel, custodians, occupational therapists, maintenance, technology, transportation, child nutrition, prime time as well as principals and assistant principals. Iredell-Statesville Schools will evaluate all eligible positions whether paid from state, local, federal or other funding sources to determine the amount of additional funds needed to support the merit-based bonuses. Any position not explicitly included in the above list identified as potentially eligible for the merit-based bonus may be reviewed by executive cabinet to determine eligibility.
- **Terms of Service:** The employee must have been employed in an eligible position on January 15, 2016 and remain employed with Iredell-Statesville Schools, without a break in service, through February 1, 2017. Individuals must be employed permanent part-time or full-time position, working at least 20 hours or more in the eligible position category to be considered for the part-time bonus and 30 hours or more for the full-time bonus.
- **Excluded Position Categories:** Central Office Administrators (director level and above) are excluded from eligibility for merit-based bonuses. Rehired retirees, substitutes, even if serving temporarily in an eligible position, are excluded from eligibility for merit-based bonuses. Teachers and instructional personnel paid on the teacher salary schedule are not eligible for merit-based bonuses pursuant to North Carolina Session Law 2016-94.
- **Leaves of Absence:** Employees on a leave of absence or short-term disability must have worked at least six months in the 2015-2016 school year and must have an evaluation completed by their supervisor either prior to or upon their return. All requirements must be met and bonuses paid prior to the end of the 2016-2017 fiscal year.
- **Separations:** Employees who separate from Iredell-Statesville Schools prior to February 1, 2017 are not eligible for the merit-based bonus pay.
- **Transfers:** When an employee transfers from one position to another, the employee must have been in a qualifying position by January 15, 2016 to be eligible for the bonus. The transferring employee must also have been evaluated on an eligible position for at least six months and meet all other criteria requirements regarding performance.



## 2. Criteria Requirements

The merit-based bonus will be determined by two criteria – evaluations and performance. To receive the flat bonus amount, eligible employees must meet the following requirements:

- Evaluations – All standards must be rated standard/proficient **AND** at least one area above standard/accomplished for the 2015-2016 school year; **AND**
- Performance – No disciplinary action plans or letters can be on file (in Human Resources or within the school/department) from July 1, 2015 until February 1, 2017.

The employee must meet all criteria to receive the bonus based on a rubric completed by the direct supervisor. All evaluations covering the time period on which the bonuses are assessed must be completed by December 20, 2016. (Note: Classified personnel are evaluated on a yearly calendar.)

## 3. AMOUNT OF BONUS

The superintendent shall ensure that the total amount of funds awarded do not exceed the amount of funds provided by the state for the purpose of providing merit-based bonuses. Bonuses shall be allocated as follows:

- Eligible Full-Time Employees will be awarded a flat gross amount of \$360.00 for meeting all criteria
- Eligible Part-Time Employees will be awarded a flat gross amount of \$180.00 for meeting all criteria

All merit-based bonuses will be paid by March 31, 2017.

