



Merit Pay Plans: Committee Recommendations

November 2016

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Committee Members

- Lisa Cartner – Technology
- Matt Cartner – Maintenance
- Hank Childers - Transportation
- Lisa Federle (SHS) – Child Nutrition
- Christine Flanagan – EC
- D. Guill (LNHS)/A. Grier (BMS) – Bookkeepers
- Christopher Johnson – Primetime
- Lisa Redmond – TA/Bus
- Amy Rhyne – Principals
- Ann Speaks - OSPs
- Keeley Ward – Asst. Principals
- Trudy Wooten – Data Mgrs
- Ngiayee Xiong – Custodians

Non-Voting Resources

- Linda Gillon
- Brady Johnson
- Alvera Lesane
- Melanie Taylor
- Melissa Wike

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2016 Types of Merit Pay & Bonuses

- **Third Grade Teachers**
 - Top 25% in NC
 - Top 25% in LEA
 - Paid in January – allocated equally among identified teachers
- **AP & IB Teachers**
 - Based on students scoring 3+ on AP Exam or 4+ on IB Exam
 - Paid in January – teacher can receive up to \$2,000
- **CTE Teachers**
 - Bonus of \$25 or \$50 per student in course leading to industry cert/credential.
 - Paid in January – teacher can receive up to \$2,000
- **0.5% Bonuses**
 - Not applicable to teachers and instructional support
 - Only allotted from the state for individuals in state-funded positions
 - Paid in October

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Merit-Based Bonuses for Non-Educators

- NCDPI will allocate funds to each LEA for a one-time bonus for non-educators, including school-based administrators, central office and/or non-certified staff
- LEA must develop bonus eligibility requirements
- Must submit plan of how the funds will be expended based on a BOE-approved Merit Pay Plan to NCDPI by December 20, 2016
- Payment date is **by March 31, 2017**

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Merit-Based Bonuses for Non-Educators

LEAs shall adhere to the following in designing plans:

- The BOE must approve the plan of how to award the bonuses
- Cannot pay the bonus across the board
- Only state-funded personnel are eligible to receive from the state funds (I-SS will supplement for non-state paid eligible candidates based on the designed plan)
- Bonus is not subject to retirement
- Bonus is a one-time, non-recurring payment

NCDPI Reporting Requirements

- Eligibility Requirements
- Amount(s) to Award
- Payment Date
- Special Conditions (i.e. breaks in service, transfers, leaves of absence, separations)
- BOE approval
- *LEAs must report to Division of School Business how the funds will be distributed by December 1*



STATE AND REGIONAL EXAMPLES

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State of NC Example

- Paid in October
- Based on meeting or exceeding expectations on state evaluation
- Must be employed as of September 1, 2016 and must have been evaluated (at least six months)
- Flat differentiated dollar amount for meets and exceeds expectations on the state evaluation
- Criteria
 - Performance
 - Disciplinary Actions
 - Employees with an active disciplinary action on 10/01/16 are not eligible
 - Transfers
 - Manager/Supervisor assesses performance and documents progress and/or ratings prior to the transfer
 - Leaves of Absence
 - Employees must have at least six months of cumulative work under a performance plan
 - Performance must be assessed upon return – monies will be held in reserve
 - Breaks in Service – not eligible if employed under six months

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Merit Pay Examples

Rowan-Salisbury Schools

- BOE approved and posted online
- Includes Central Svcs (lack of raises) – does not include supt
- Obtain 3 hours of PD and meet expectations to be eligible
- Flat rate for all
- To be paid in February
- Paying Prins and APs \$1,000 from local (not included in merit plan)

Cleveland County Schools

- BOE approved and posted online
- Up to \$350 FT (50% for PT)
- About \$100K local funds
- No additional classified supplement paid by LEA
- To be paid in December
- Reviewed by Tharrington Smith – evaluations utilizing language of “not rated below standard” for eligibility

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Merit Pay Examples

Gaston County Schools

- To be paid in January
- Includes eligibles employed from 12/31/2015 - 11/30/2016
- Must work ≥ 20 hrs per week
- Prorated for those with $< 100\%$
- Employees earning less than \$50k per year are eligible
- No written disciplinary actions during eligibility period
- No eval \leq "meets expectations"
- \$400 earning $< \$30K$ per year
- \$310 earning $> \$30K$ per year

Cabarrus County Schools

- To be approved by BOE in November
- Eligible if at least one standard is above proficient
- Pay equals about 1% of salary
- Paying Prins and APs \$1,000 from local (not included in merit plan)

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Merit Pay Examples

Kannapolis City Schools

- BOE approved in September
- Based on evals
- Added \$35-40K local funds
- To be paid in October

Mooreville-Graded

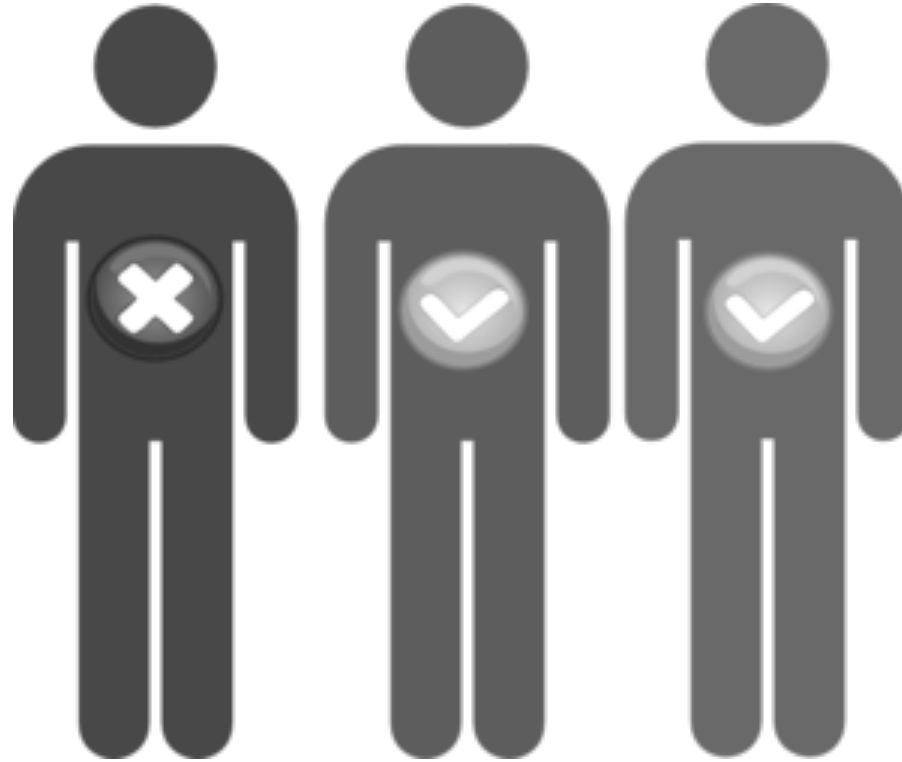
- Looking at a point system
- Includes
 - Attendance
 - Evaluations
 - Other factors TBD
- Each point to be worth \$120
- Added \$40K local funds

Other LEAs - Southwest

- Stanly County Schools and Lincoln County Schools may not participate due to lack of local funds to balance the difference

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ELIGIBILITY REQUIREMENTS

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Eligibility Requirements: Groups

- Eligible Groups *(as determined by NCDPI job classifications)*
 - All eligible groups except Central Office Administration
 - Includes
 - Classified Personnel (Non-Educators) including TAs/Bus Drivers, OSPs, Custodians, Occupational Therapists
 - Maintenance
 - Technology
 - Transportation/Bus Garage
 - Child Nutrition
 - Prime Time
 - Principals and Assistant Principals

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Eligible Groups	State		Local		Federal	
	FT	PT	FT	PT	FT	PT
Principals	35					
Asst Principals	19		16			
Technology	9				4	
OSPs/Spec	23		112			
TAs/Bus Driv	294	7	7			
Transportation	14				1	
Custodians	152	1	4			
Maintenance			51			
Child Nutrition	138	24				
PrimeTime	18	13			1	
EC	38				3	1
Total	740	45	190		9	1

\$200,270 State Allotment (approximately 985 eligible employees)



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Eligibility Requirements

- Bonus will be paid in March 2017
- Must have been employed by 1/15/16 (last day of 1st semester)
- Must still be employed on 2/1/17.
- Central Support Services are not included (director level and above)
- Rehired retirees and substitutes are excluded
- FT ≈ \$360
- PT (≥ 20 hrs) ≈ \$180

Criteria	Specifications
Evaluations	<ul style="list-style-type: none"> • All standard/proficient AND at least one area above standard/accomplished • Due by 12/20/16 (Classified – Yearly Calendar)
Performance	<ul style="list-style-type: none"> • No action plans • No disciplinary letters • 7/1/15 – 2/1/17*
<p><i>Must meet all criteria to receive bonus based on rubric completed by supervisor</i></p>	

**Altered from original 10/15/16 recommendation based on advisement*

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Other Considerations

- Attendance
 - Included in evaluation instrument
- Longevity
 - Utilize evaluation instrument and performance to ensure a better correlation to behaviors aligned to merit
- Differentiation across categories of employees

Proposed Timeline

