



## GUILFORD COUNTY SCHOOLS EMPLOYEE COMPENSATION SUMMARY 2017 – 2018 SCHOOL YEAR

### TEACHER AND INSTRUCTIONAL SUPPORT

- Average increase of 3.3%.
- All steps increased except the first step.
- All teachers are paid in accordance with their licensure level and experience.
- Teachers can receive credit for previous teaching or non-teaching experience. NCDPI reviews and grants experience credit based on the teaching area and whether the experience is directly related.
- For teachers to be eligible to receive master's, sixth year, or doctoral degree level pay, at least one course towards that degree would have to have been completed prior to August 1, 2013.
  
- ***Veteran Teacher Retention Bonus***
  - Provides a \$385 bonus to teachers with 25 years and above
  - Must be employed as a teacher as of October 1, 2017
  - Bonus not subject to retirement
  - Scheduled to be paid by October 31, 2017
  
- ***Bonus for Highly Qualified NC Teaching Graduates***

#### **Highly Qualified**

- New teacher
- Graduate from an approved educator preparation program located in NC.
- GPA of 3.75 or higher and a score of 48 or higher on the edTPA or equivalent assessment

A highly qualified graduate is paid a monthly supplement of the equivalent of the difference in salary of a Bachelor level teacher with zero years of experience and:

- 3 years of experience, if teaching in a low performing school for the first 3 years of employment (\$230.00/month).
- 2 years of experience, if licensed and teaching in EC, science, technology, engineering or mathematics for the first 2 years of employment (\$130.00/month).
- 1 year of experience, for all others for the first year of employment (\$100.00/month).

- ***Bonuses for Advanced Placement and IB Pilot Program***
  - Bonus of \$50 for each student who receives a 3 or above in an AP exam or 4 or above for an IB exam
  - Maximum \$3,500 per year
  - Bonus payable in January and is not subject to retirement
  - To be eligible the teacher must remain employed by the SAME LEA at least until the bonus is paid
  - Retroactive Pay Advanced Placement and IB – This will allow teachers who did not receive the bonus because they were moved out of AP/IB to receive up to \$2,000.
  
- ***Bonuses for industry certifications and credentials***
  - Bonus of \$25 or \$50 for each student taught by a teacher who provided instruction in a course that led to the attainment of an industry certification or credential
  - Maximum \$3,500 in a given year
  - The Department of Commerce shall assign a value ranking for each certification and credential based on academic rigor and employment value
  - Bonus payable in January and is not subject to retirement
  - To be eligible the teacher must remain employed by the SAME LEA at least until the bonus is paid.
  - Retroactive Pay industry certifications and credentials – This will allow teachers who did not receive the bonus because they were moved out of CTE to receive up to \$2,000.
  
- ***3rd Grade teacher Reading Performance***
  - Bonus to top 25% of the 3rd grade teachers based on EVAAS growth scores. State bonus amount determined by DPI. Local (LEA) bonus amount determined based on eligible teachers.
  - To be eligible the teacher must be teaching in the SAME LEA at least until the bonus is paid.
  - Bonuses payable in January and is not subject to retirement.
  - Retroactive Pay 3<sup>rd</sup> Grade Reading Teacher Bonus – This will allow teachers who did not receive the bonus because they were moved out of 3<sup>rd</sup> grade to receive up to \$3,500.
  
- ***4<sup>th</sup> and 5<sup>th</sup> Grade Reading Teacher Bonus***
  - Top 25% of the State and the top 25% of each LEA
  - Based on EVAAS growth scores
  - Bonus amount \$2,150
  - Not subject to retirement
  - Payable in January
  - Must be teaching in the same LEA the following year to be eligible
  
- ***4<sup>th</sup> to 8<sup>th</sup> Grade Math Teacher Bonus***
  - Top 25% of the State and the top 25% of each LEA
  - Based on EVAAS growth scores

- Bonus amount \$2,150.
- Not subject to retirement
- Payable in January
- Must be teaching in the same LEA the following year to be eligible

#### **HOLD HARMLESS PAY FOR TEACHERS AND INSTRUCTIONAL SUPPORT STAFF**

- Teachers and Instructional Support Staff assigned to the teacher salary schedule(s) will receive their 2014-2015 hold harmless salary, including the \$1,000 bonus for the 2014-2015 year **OR** their regular salary based on the 2017-2018 teacher salary schedule, whichever is higher.

#### **GRADUATE PAY FOR NURSES, TEACHERS AND INSTRUCTIONAL SUPPORT**

The positions noted below are the only ones eligible to receive graduate pay:

- Nurses and Instructional Support positions requiring a Master's Degree.
- Teachers and Instructional Support employees who were paid on the Master's Degree schedule prior to July 1, 2014.
- Teachers and Instructional Support employees who completed masters, advanced or doctorate degree coursework by August 1, 2013 and would have qualified under the State Board of Education policy that was in effect on June 30, 2013.

#### **SCHOOL-BASED ADMINISTRATORS - PRINCIPALS**

- Eliminates current Principal schedules
- Implements schedule based on size of the school and principal's past performance.
  - Size of school - ADM of school in the current year.
  - Principal's past performance - School growth at the school(s) for each school the principal supervised in at least 2 of the prior 3 years.
- 5 categories of school size.
- 3 categories of performance – Base, Met and Exceeded.
- No longer eligible for longevity after June 30, 2017.
- No longer eligible for Advanced and Doctorate supplements.
- No ABC Bonus (unless under hold harmless).
- Two separate hold harmless provisions apply:
  1. Hold Harmless at 2016-17 Principal salary schedule plus longevity. This hold harmless is for the 2017-18 fiscal year only.
  2. An assistant principal or teacher who becomes a principal shall be paid, on a monthly basis, at least as much as he or she would earn as an assistant principal or teacher.
- **Principal Bonuses**
  - I. Bonuses for the top 50% in the State measured by growth of the school supervised.
    - Top 5% \$5,000
    - Top 10% \$4,000
    - Top 15% \$3,000
    - Top 20% \$2,000
    - Top 50% \$1,000

II. Bonuses to principals who supervised a school in 2015-16 and 2016-17

**AND**

The school did not exceed growth in 2015-16

**AND**

The school exceed growth in 2016-17.

Bonus amount - \$5,000 if A, B or C school

**OR**

\$10,000 if the school was a D or F school in 2015-16

Bonuses I and II are not subject to retirement.

Principal must be employed on July 1, 2017 to be eligible.

**SCHOOL-BASED ADMINISTRATORS – ASSISTANT PRINCIPALS**

- Schedule linked to A schedule at A + 17%.
- No longer eligible for longevity after June 30, 2017.
- Advanced and Doctorate supplements still apply.
- No ABC or Safe School percentages (unless under hold harmless).
- Two separate hold harmless provisions apply:
  1. Hold Harmless at 2016-17 Assistant Principal salary schedule plus longevity.
  2. A teacher who becomes an assistant principal shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher.
- Provisionally licensed assistant principals are now eligible to be paid as a fully licensed psistant principal.

**CLASSIFIED EMPLOYEES, CENTRAL OFFICE STAFF, AND EMPLOYEES ASSIGNED TO THE DISTRICT LEVEL LICENSED SALARY SCHEDULE(S)**

- Increases annual salary by \$1,000 for permanent, full time employees employed for 12 months.
- Prorated for
  - less than 12 months employed,
  - part time employees and
  - temporary and permanent hourly employees.

**PARAPROFESSIONALS (Teacher Assistants, Technology Assistants, Testing Coordinators, General Assistants, Media Assistants, ESOL Interpreters, Student Intervention Assistants, etc.)**

- Paraprofessionals are currently scheduled to work the same number of days as last school year, which included a 2.5-day reduction.
- Principals are to determine the 2.5-day reductions at their sites and communicate this to their staff.

**Bus Drivers** – The General Assembly provided funds restricted to bus driver increases. Districts are required to increase the average rates of pay for all school bus drivers in the district on an equitable

basis. Guilford County Schools has implemented the new schedule that provides a competitive starting salary, relieves salary compression, and provides an average salary increase of 6.57%.

**SPECIAL ANNUAL LEAVE BONUS**

- Any full-time permanent employee on July 1, 2017 and eligible to earn leave shall have a one-time additional 3 days of annual leave. The leave carries over but has no cash value at termination.