



WAKE COUNTY BOARD OF EDUCATION **Work Session**

PRECIS

SUBJECT/TOPIC

LONGVIEW SCHOOL BONUS PLAN

DEPARTMENT, BOARD/STAFF LIAISON(S), AND ANY PRESENTERS FROM OUTSIDE THE DISTRICT

Stephen Gainey, Assistant Superintendent for Human Resources

BACKGROUND

The Wake County Public School System received a "School Improvement Grant" for Longview School for the 2011-2012, 2012-2013, and 2013-2014 school years. As a result of the grant's parameters, the school's staff will be reconstructed for the 2012-2013 school year. The goal will be to hire the most capable staff members in all position types to dramatically improve the academic performance of the school. In an effort to promote and sustain high expectations for the future academic performance of the school, a "signing bonus/performance bonus" plan has been developed for implementation during the 2012-2013 and 2013-2014 school years. Funds from the "School Improvement Grant" will be used to support this initiative.

FISCAL IMPLICATIONS

This initiative will use \$425,200 of the school system's "School Improvement Grant" funding allotment for the 2012-2013 and 2013-2014 school years.

SAVINGS

N/A

NEXT STEPS / RECOMMENDATIONS

This issue will be presented at the 3/6/12 board meeting for approval.



Longview School Bonus Plan

Signing bonus:

1. Staff members new to the school will receive the bonus, provided they are selected by way of the interview process. Individuals “placed” at the school by the school system will not receive the bonus. This plan also allows individuals on the school’s 2011-2012 staff roster to receive the bonus if retained for the 2012-2013 school year after being selected as a result of the interview process.
2. The bonus also will be given to staff members new to the school for the 2013-2014 school year in an amount to be determined at a later date based on the availability of funds for this initiative.
3. This payment will be given to eligible employees in ½ installments at the end of December and June. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
4. CNS staff members, bus drivers, and custodians are not eligible for a signing bonus. This decision is due to the fact that these groups will not be a component of the reconstruction process of the school’s staff.
5. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2900
Non-Certified/Support Staff	\$1000

Performance Bonus:

1. The following four categories per position type will be established for this bonus: Principal, Assistant Principal, Teacher/Certified Staff, and Non-Certified/Support Staff. The attached diagrams define the weighting of the evaluation criteria for each position type.
2. Explanations of action needed to satisfy the evaluation criteria:
 - A) Whole School Growth = The school’s “performance composite” on the ABC’s Accountability Model increases by 10% or is at least 40% **and** 50% of the students make “expected growth” according to the ABC’s Accountability Model.
 - B) Evaluation Growth = The staff member achieves an average of at least a “Level 2” rating on the different standards included in his/her year-end evaluation. The “Level 2” rating coincides with the following per position type: Accomplished (Principal), Accomplished (Assistant Principal), Accomplished (Teacher), Above Standard (Certified Staff), and Exceeds Expectations (Non-Certified/Support Staff).

Note: A staff member will not satisfy this requirement if a single rating on any standard on his/her year-end evaluation does not reflect “proficient” or “at standard” performance.

Note: When computing the average rating, rounding of results will not be permitted.

3. Bus drivers are not eligible for a performance bonus due to their lack of involvement in the daily operations inside of the school.

4. Bonus structure per position type:

Principal	\$7000
Assistant Principal	\$5000
Teacher/Certified Staff	\$2400
Non-Certified/Support Staff	\$1000

Special Notes:

1. Every staff member who is eligible for a signing bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing bonus.
2. The performance bonus will be paid at the start of the 2013-2014 school year for the school’s performance during the 2012-2013 school year.
3. A staff member who is not 100% employed at the Longview School will receive a percentage of any bonus, signing or performance, for which he/she is eligible that matches his/her employment percentage at that particular school.
4. This entire plan will be funded by the funds from the school’s “School Improvement Grant.”
5. Payments to employees under this plan are considered “special duty” pay for service at the Longview School. Such payments are not considered part of an employee’s base pay. Furthermore, the elimination or reduction of this pay for an employee does not constitute a “demotion.” In addition, no expectation for this pay to extend beyond the years outlined in this plan exists.
6. If a Longview School staff member leaves the school prior to the end of a school year, he/she will not be eligible for a performance bonus. This standard applies to staff members who leave WCPSS and ones transferring to a new school in WCPSS.



