



WAKE COUNTY BOARD OF EDUCATION

Work Session

PRECIS

SUBJECT/TOPIC

WALNUT CREEK ELEMENTARY SCHOOL BONUS PLAN

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

Stephen Gainey, Assistant Superintendent for Human Resources

BACKGROUND

The WCPSS administration has developed a bonus plan to implement at Walnut Creek Elementary School beginning with the 2012-2013 school year. This bonus plan will contain a "signing/retention bonus" component as well as a "performance bonus" component. With the aid of this bonus plan, the school system will be able to hire and retain the most capable staff members in all position types at the school. This bonus plan also will provide additional support for continuous improvement in relation to the performances of staff members and students. Overall, the bonus plan's goal will be to promote and sustain high expectations for the future academic performance of this school. The school system's "Race to the Top" funds from the Federal Government will be used to support this initiative.

FISCAL IMPLICATIONS

This initiative will use \$442,000 of the school system's "Race to the Top" 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.



Walnut Creek Elementary School Bonus Plan

Signing/Retention bonus:

1. Staff members new to the school for the 2012-2013 school year 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.
2. The signing 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. However, the retention bonus will only be awarded to individuals on the school’s 2011-2012 staff roster who are retained for the 2012-2013 school year.
3. An individual can not receive a signing bonus in one year and a retention bonus in another year.
4. This payment will be given to eligible employees in ½ installments at the end of December and June of a particular school year. An eligible staff member simply needs to be a member of the staff at those times of the school year to get the bonus.
5. Staff members not selected by the principal as a result of an interview process will not be eligible for a signing bonus or retention bonus.
6. Bonus structure per position type:

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

Performance Bonus:

1. The following six categories per position type will be established for this bonus: Principal, Assistant Principal, Grades 4-5 Teacher, Grade 3 Teacher, Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists), 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 is 75% or greater **and** the school’s performance satisfies at least one of the following two criteria:
 - a) The school attains “High growth” on the ABC’s Accountability Model.
 - b) The school has all “green” ratings on EVAAS on 4th Grade Reading, 5th Grade Reading, 4th Grade Math, 5th Grade Math, and 5th Grade Science.

B) Individual Growth (Grades 4-5 Teacher) = The teacher's performance leads to at least one of the following outcomes:

- a) The teacher is rated "above average" on EVAAS in all tested areas based on his/her students' performance.
- b) 75% of the teacher's students meet expected growth targets on their Reading **and** Math End-of-Grade tests on the ABC's Accountability Model.

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

C) Individual Growth (Grade 3 Teacher) = 75% of the teacher's students must score "at or above Level III" on their Reading **and** Math End-of-Grade tests on the ABC's Accountability Model. (This standard is the only one applicable to the Grade 3 Teacher "individual growth" measure.)

Note: The teacher has to be the "teacher of record" to qualify for this part of the bonus.

D) 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
Grades 4-5 Teacher	\$3400
Grade 3 Teacher	\$3400
Grades PreK-2 Teacher/Certified Staff/All Grades Teacher (Specialists)	\$2400
Non-Certified/Support Staff	\$1000

Special Notes:

1. Every staff member who is eligible for a signing/retention bonus is eligible for a performance bonus. However, some staff members are eligible for a performance bonus but not a signing/retention 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 Walnut Creek Elementary School will receive a percentage of any bonus, signing/retention or performance, for which he/she is eligible that matches his/her employment percentage at the school.
4. "Individual Growth" only applies to teachers in grade 3, grade 4, and grade 5.
5. This entire plan will be funded with the school system's "Race to the Top" funds.
6. Payments to employees under this plan are considered "special duty" pay for service at Walnut Creek Elementary 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.
7. If a 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.





