



## GUILFORD COUNTY SCHOOLS EMPLOYEE COMPENSATION SUMMARY 2018 – 2019 SCHOOL YEAR

### TEACHER AND INSTRUCTIONAL SUPPORT

- Salary increases range from 0% to 14.8%.
- 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 who are employed as a teacher as of October 1, 2018, **and did not receive an increase in State-funded salary according to the 2018-19 monthly teacher salary schedule** – This will apply to some of the hold harmless teachers.
  - Bonus not subject to retirement
  - Scheduled to be paid by October 31, 2018
  
- ***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 meet a certain score on edTPA or PPAT assessments:
  - A score of 42 or higher for the World Languages and Classical Languages edTPA assessment (those with 13 rubrics)
  - A score of 57 or higher for the Elementary Education edTPA assessment (those with 18 rubrics)
  - A score of 48 or higher for all other edTPA assessments (those with 15 rubrics)
  - A score of 44 or higher for the PPAT assessment
  - In all cases, these assessments must be nationally scored. Local scoring will not be accepted.

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 (\$300.00/month).
  - 2 years of experience, if licensed and teaching in EC, science, technology, engineering or mathematics for the first 2 years of employment (\$200.00/month).
  - 1 year of experience, for all others for the first year of employment (\$100.00/month).
- ***Bonuses for Advanced Placement and IB Program***
    - Bonus of \$50 for each student who receives a 3 or above on an AP exam, a 4 or above for an IB exam, or a score of “C” or higher on the Cambridge AICE exams bonus program.
    - Maximum \$3,500 per year.
    - Bonus payable in January and is not subject to retirement.
    - To be eligible the teacher must remain teaching in the SAME LEA until January 1 of the fiscal year the bonus is paid.
- ***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 teaching in the SAME LEA until January 1 of the fiscal year the bonus is paid.
- ***3rd Grade teacher Reading Performance***
    - Bonus to top 25% of the 3rd grade teachers based on EVAAS growth scores.
    - Bonus amount is capped at \$3,500 for each bonus (State cap is \$3,500 and Local LEA cap is \$3,500, Maximum Total is \$7,000).
    - To be eligible the teacher must be teaching in the SAME LEA until January 1 of the fiscal year the bonus is paid.
    - Bonuses payable in January and is not subject to retirement.
- ***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 \$2,000
    - Not subject to retirement
    - Payable in January
    - To be eligible the teacher must be teaching in the SAME LEA until January 1 of the fiscal year the bonus is paid.
- ***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 \$2,000.
- Not subject to retirement
- Payable in January
- To be eligible the teacher must be teaching in the SAME LEA until January 1 of the fiscal year the bonus is paid.

#### **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 2018-2019 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**

- Increases principal schedules by 6.9% effective July 1, 2018.
- No Advanced and Doctorate supplements (same as 2017-18).
- Not eligible for longevity (same as 2017-18).
- Continues schedule based on size of the school and principal's past performance. Data is updated effective January 1, 2019
  - Size of school - ADM of school
    - From 7/1/18 to 12/31/18 ADM is determined based on 2017-18
    - From 1/1/19 to 6/30/19 ADM is determined based on 2018-19
  - 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.
    - From 7/1/18 to 12/31/18 growth based on 2014-15, 2015-16 and 2016-17, or the three most recent scores up to 2016-17 if scores from these years are not available
    - From 1/1/2019 to 6/30/2019 growth based on 2015-16, 2016-17 and 2017-18, or the three most recent scores up to 2017-18 if scores from these years are not available
- 5 categories of school size.
- 3 categories of performance – Base, Met and Exceeded.
- Two separate hold harmless provisions apply:

1. Hold Harmless at 2016-17 Principal salary schedule plus longevity. Removed the expiration of the hold harmless clause.
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% \$10,000
  - Top 10% \$7,500
  - Top 15% \$5,000
  - Top 20% \$2,500
  - Top 50% \$1,000

If the principal is at a school designated as a D or F school the bonus is doubled.

Bonuses are not subject to retirement.

Principal must be employed on July 1, 2018 to be eligible.

#### **SCHOOL-BASED ADMINISTRATORS – ASSISTANT PRINCIPALS**

- Schedule linked to A schedule at A + 19%.
- Not eligible for longevity (same as 2017-18).
- Advanced and Doctorate supplements still apply.
- 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.

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

- Increases annual salary by 2%.

Public schools are not included in the provision for 5 days annual leave.

Public schools are not included in the required minimum pay of \$31,200 or \$15.00 per hour

#### **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. We are currently working with appropriate parties to develop and implement a bus driver schedule that will meet this requirement.