

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2011

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HOUSE DRH80121-LE-93 (03/15)

Short Title: Alternative Salary Plans/Charlotte-Meck. Sch. (Local)

Sponsors: Representative Samuelson.

Referred to:

A BILL TO BE ENTITLED

AN ACT AUTHORIZING THE CHARLOTTE-MECKLENBURG SCHOOLS TO DEVELOP
AND IMPLEMENT ALTERNATIVE SALARY PLANS FOR INSTRUCTIONAL
PERSONNEL AND SCHOOL ADMINISTRATORS.

The General Assembly of North Carolina enacts:

SECTION 1. The State Board of Education shall establish a pilot program authorizing the Charlotte-Mecklenburg Schools to develop and implement alternative salary plans for instructional personnel and school administrators designed to improve student performance and increase teacher effectiveness by financially rewarding instructional personnel and school administrators through a performance-based compensation system. Under the pilot program, the Charlotte-Mecklenburg Schools shall receive funds for the 2011-2012 and subsequent school years based on the 2010-2011 allocations and may use these funds to develop and implement a compensation system for instructional personnel and school administrators that provides differentiated levels of pay based on student achievement gains, evaluations, and observations.

SECTION 2. As part of its performance-based pay structure, the Charlotte-Mecklenburg Schools shall adopt a performance salary schedule that accomplishes the following:

- (1) Aligns annual salary adjustments for instructional personnel and school administrators with documented student growth in learning.
- (2) Evaluates instructional personnel and school administrators on the local level in order to measure the degree to which students have shown academic growth.

SECTION 3. The evaluation system shall do the following:

- (1) Support effective instruction and student achievement, and the results must be used to inform district and school level improvement plans.
- (2) Provide appropriate instruments, procedures, and criteria for continuous quality improvement of the professional skills, and the results must be used to inform the professional development of instructional personnel and school administrators.
- (3) Include a mechanism to examine performance data from multiple sources to measure teacher effectiveness and drive instructional practices that can lead to improved levels of student achievement.



- 1 (4) Differentiate among levels of performance, which are tied to differentiated
2 levels of pay based on student achievement gains.
- 3 (5) Allow instructional personnel and school administrators to be evaluated by
4 multiple measures.

5 **SECTION 4.** The Charlotte-Mecklenburg Schools shall ensure that some
6 percentage of the evaluation for instructional personnel is to be based on data and indicators of
7 student learning growth assessed annually by State assessments or, for subjects and grade levels
8 not measured by the State assessments, by district-developed assessments. The
9 Charlotte-Mecklenburg Schools may use State-adopted measures of student growth or select
10 comparable district-developed measures of student growth for grades and subjects by taking
11 into account the student's prior performance, grade level, and subject while considering other
12 factors, including, but not limited to, student attendance, student disciplinary records, student
13 disabilities, and student English language proficiency.

14 **SECTION 5.** The Charlotte-Mecklenburg Schools shall annually submit to the
15 Department of Public Instruction an implementation and outcome evaluation of the
16 performance-based compensation system, including the aggregate performance results of
17 instructional personnel and school administrators.

18 **SECTION 6.** The State Board of Education shall grant waivers of laws, rules,
19 policies, procedures, and practices to enable the Charlotte-Mecklenburg Schools to implement
20 and sustain its performance-based compensation system. In addition, the State Board of
21 Education shall allow the Charlotte-Mecklenburg Schools flexibility in allocating mandated
22 State increases for all of its employees.

23 **SECTION 7.** This act applies to Charlotte-Mecklenburg Schools only.

24 **SECTION 8.** This act is effective when it becomes law.