

- 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.