

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2007

S

1

SENATE BILL 975

Short Title: Alternative Teacher Salary Plans/Pilot Prog. (Public)

Sponsors: Senators Dannelly, Clodfelter, Goodall, Graham; Jones, and Malone.

Referred to: Education/Public Instruction.

March 20, 2007

1 A BILL TO BE ENTITLED
2 AN ACT DIRECTING THE STATE BOARD OF EDUCATION TO ESTABLISH A
3 PILOT PROGRAM AUTHORIZING THE IMPLEMENTATION OF
4 ALTERNATIVE TEACHER SALARY PLANS.

5 The General Assembly of North Carolina enacts:

6 **SECTION 1.** The State Board of Education shall establish a pilot program
7 authorizing the implementation of alternative teacher salary plans. The purpose of the
8 pilot program is to enable local school administrative units to develop and implement
9 new and innovative teacher salary plans that will improve student performance by
10 financially rewarding teachers through performance pay plans, recruiting teachers to the
11 school unit, and recruiting teachers to hard-to-fill positions in specific subject areas. The
12 State Board of Education may select up to five local school administrative units to
13 participate in the pilot program.

14 **SECTION 2.** Local school administrative units applying to participate in the
15 pilot program shall submit to the State Board of Education a business plan adopted by
16 the local board of education. The business plan shall:

- 17 (1) Explain in detail how additional flexibility regarding the use of salary
18 funds will be used to accomplish specific improvements in student
19 academic performance;
- 20 (2) Describe the alternative methods to be used, the changes to existing
21 practices proposed for the pilot, the incentives or alternative salary
22 structure to be deployed, the expectations for teachers and other
23 employees who participate in the pilot, the anticipated results, and the
24 methods by which teachers and other employees will be evaluated;
- 25 (3) Set out the laws, rules, and policies that must be waived to implement
26 the business plan and the expected outcomes of waiving them;
- 27 (4) Explain how the plan will be administered in a nondiscriminatory
28 manner to assure fair and equitable treatment of all employees and
29 employee groups participating in the pilot; and

1 (5) Include specific implementation, timeline, management, performance,
2 and reporting benchmarks.

3 **SECTION 3.** The State Board of Education may grant waivers of laws,
4 rules, and policies to pilot units that are necessary to implement the business plans
5 submitted by the pilot units.

6 **SECTION 4.** The Financial Services Section of the Department of Public
7 Instruction shall monitor the implementation of the business plans by the pilot units and
8 shall report their findings regularly to the State Board of Education and the Joint
9 Legislative Education Oversight Committee.

10 **SECTION 5.** This act becomes effective July 1, 2007.