



**441 Page Street • P.O. Box 427**  
**Troy, North Carolina 27371-0427**  
**PHONE: (910) 576-6511 • FAX: (910) 576-2044**

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TO: Board of Education

FROM: Dale Ellis

DATE: November 7, 2016

SUBJ: ACTION ITEM (Merit Pay Policy)

We have prepared the required merit pay policy. As you know, I am against such a policy, but we have no choice in implementing it and it cannot be an across the board policy. The enclosed document has been discussed with multiple employee groups and I recommend it be approved. As this is a “policy”, I also request waiver of the requirement to sit so that we can go ahead and get it before the State Board of Education for approval so the funds can be disbursed to our employees as soon as possible.

I am available to answer any questions you might have.



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## MCS Merit Pay Policy

Pursuant to regulations set forth in the 2016-2017 budget of the state of North Carolina, MCS must institute a Merit Pay system for non-certified staff. The pay policy must be approved by the MCS and State Boards of Education. The following policy is in effect for the 2016-2017 year, effective for performance during the 2015-2016 year. Only non-certified and non-administrative personnel are eligible for the merit bonus.

### **School-based Staff (3 Merit Components)**

Growth Status of School – No Growth = 50% of maximum  
Met Growth = 75% of maximum  
Exceed Growth = 100% of maximum

Personnel Evaluations – Any below proficiency = 0%  
Proficiency and above = 100%

Attendance Standards – 0-5 Absences = 100%  
6-9 Absences = 50%  
10+ Absences = 0%

### **Examples (Assuming \$1200 maximum)**

Bill – School met growth, proficient on evaluation, 7 absences ( $\$1200 \times .75 \times 1 \times .5 = \$450$ )

Sarah – School exceeded growth, not proficient, 4 absences ( $\$1200 \times 1 \times 0 \times 1 = \$0$ )

Don – School exceeded growth, proficient on eval., 4 absences ( $\$1200 \times 1 \times 1 \times 1 = \$1200$ )

Emily – School did not meet growth, proficient, 5 absences ( $\$1200 \times .5 \times 1 \times 1 = \$600$ )

### **Central Staff (3 Merit Components)**

Overall Growth – Fixed at 70% of maximum

Personnel Evaluations – Any below proficiency = 0%  
Proficiency and above = 100%

Attendance Standards – 0-5 Absences = 100%  
6-10 Absences = 50%  
10+ Absences = 0%

### **Examples (Assuming \$1200 maximum)**

John – Growth fixed, proficient on evaluation, 7 absences ( $\$1200 \times .7 \times 1 \times .5 = \$420$ )

Denise – Growth fixed, proficient on evaluation, 3 absences ( $\$1200 \times .7 \times 1 \times 1 = \$840$ )

This merit pay policy is hereby approved by the Montgomery County Schools Board of Education, this the 7<sup>th</sup> day of November, 2016.

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Steve DeBerry, Chairman

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Dale Ellis, Secretary