

LEA:	Which positions in your district do you plan to target under the new merit pay provision?	Which indicators do you plan to use with school based staff to determine whether a merit bonus is appropriate?	Which indicators do you plan to use with Curriculum Based Central Services staff to determine whether a merit bonus is appropriate?	Which indicators do you plan to use with Non Curriculum Based Central Services (clerical, technology, auxiliary services, etc.) staff to determine whether a merit bonus is appropriate?
	All of the Above	all of the above	all of the above	undecided at this time.
	All of the Above	Years of Service	Years of Service	Degrees and Certifications
	All Non-Certified Staff	Personnel Evaluation Data	Personnel Evaluation Data	
	All of the Above	Student Growth	Personnel Evaluation Data	Personnel Evaluation Data
	All of the Above	Personnel Evaluation Data	Personnel Evaluation Data	
				funds at this time. Please share what others are doing.
	All of the Above	Haven't decided yet	Haven't decided yet	Haven't decided yet
Surry County Schools	Administrator	Student Growth	Student Growth	N/A
Cumberland	All of the Above	Student Growth	Student Growth	Student Growth
Newton-Conover City Schools	All of the Above	Personnel Evaluation Data	Personnel Evaluation Data	Personnel evaluation data
	All of the Above	All of the above are being considered.	All of the above are being considered	We are in the very early stages of this and gathering information.
	All of the Above	Student Growth	Student Growth	Combo of school growth and personnel data
	All Non-Certified Staff	NA	NA	employees
	All of the Above	unknown at this time	unknown at this time	
Beaufort County Schools	All of the Above	Student Growth	Personnel Evaluation Data	Rubric that includes Personnel Evaluation Data, Attendance, and Other Measures
CMS	All of the Above	Attendance, growth, personnel eval data	Attendance, personnel eval data	Personnel evaluation data, department KPIs
Jackson County	All of the Above	Personnel Evaluation Data	Personnel Evaluation Data	Evaluation Data
Hickory	All Non-Certified Staff	unsure at this time. thinking just seniority to keep simple	unsure	unsure - seniority?
Rowan-Salisbury Schools	Clerical Staff	Application and interviewing process		Perhaps daily attendance and participation in professional development
Jones	Clerical Staff	Personnel Evaluation Data		evaluation data
Roanoke Rapids Graded Schools	All of the Above	Years of Service	Years of Service	Years of Service
	All of the Above	Student Growth	Student Growth	We would use the Personnel Evaluations to determine merit bonuses for those in non curricular roles.
Union County Public Schools	All of the Above	Personnel Evaluation Data	undecided	will likely look to the employees' most recent evaluation and award those who are performing above a proficient or satisfactory level.
Johnston County	All Non-Certified Staff	Personnel Evaluation Data		Personnel Evaluation Data
Cabarrus	All Non-Certified Staff	Attendance and evaluation data	attendance and evaluation data	attendance and evaluation data