



Rockingham County Schools Merit Bonus Plan

At the November 14, 2016, Rockingham County School Board Meeting, the RC Board of Education approved a merit bonus plan that was required to be submitted by the LEA to the state by December 2016.

The funds were allocated by the state (Session Law 2016-94 36.1A (a)) for state funded employees, who were non-educators, including school based administrators, central office and non-certified personnel.

Individuals who meet the allotted groups in the plan, but are not funded through state funds, are eligible for the bonus, however, will be paid from the fund source the position is allocated. (Example: federal or local fund sources)

The funds will be paid in February 2017 after verification of employment criteria by supervisors of the included categorical groups.

The RCS plan is being divided between the following highlighted categories and requirements (this is ONE time bonus):

A. Classified staff (any individual who meets the qualifications and paid on the classified salary scale), who meets the following criteria:

1. Employed in a permanent part/full time position 50% or higher effective beginning January 1, 2016 and remains employed as of November 1, 2016;
2. Employee **has not** had a discipline letter placed in their file between 1/1/16 through 11/1/16.
3. Bonus would be based on longevity and prorated based on percentage of employment in the classified position.

B. Bus Drivers who meet the following criteria are eligible for a flat rate bonus of \$300, if they meet the following criteria:

1. Employed with RCS since 7/1/2016 and driven at least 20 hours through 11/1/ 2016 of the 2016-17 school year.
2. All drivers, including those less that 50% are eligible for the bonus if they meet the criteria listed in #1.
3. Employee should not have had a disciplinary letter placed in their HR personnel file between 7/1/2016 - 11/1/2016.

Drivers will be eligible for both Classified and Bus Driver bonuses

combined, if they qualify for both.

C. School Building Administration (principals/assistant principals) who held a contracted administrative position in RCS effective 1/1/2016 and whose school demonstrated the following criteria:

1. Building administrator's school demonstrates met expected or exceeds expected growth for the 2015-16 school year.
2. The building administrator received a rating of proficient or higher on all summative evaluation standards for the 2015-16 school year.
3. Building level administration (principal/assistant principal) must be employed at a similar building level administrative position effective 11/1/2016.
4. If assigned to a different school for the 2016-17 school year as building administration, the building administration will remain eligible for the bonus based on the 15-16 school assignment.
5. Building administration is not eligible for the bonus if, although currently employed with the district, no longer remains at the building level administrative role effective November 1, 2016.