



October 17, 2016

Merit Pay Bonus

Plan Option Proposal

Background: 36.1A Merit Based Bonus for Non-Educators

School-based administrators, central office and non-certified personnel are the only personnel that are eligible based on this legislation.

LEAs are required to provide NCDPI details of how these funds are distributed by district and school by December, 2016.

The eligibility policy shall not provide an across-the-board bonus for this purpose.

Employees who meet the following selected criteria will be granted the merit bonus. All bonuses will be distributed in January 2017.

Merit Plan Option A:

- Employees who are non-exempt based on FLSA guidelines .
- Must be a permanent full-time employee (work a minimum of 30 hours per week).
- Must be in a state funded position.
- Must have been employed since August 24, 2015.
- Did not have a break in service from Transylvania County Schools since August 2015.
- Remain employed at the time the merit pay is issued (January 2017).
- Employees who do not have any negative personnel actions from July 1, 2015 -through June 30, 2016.

Merit Plan Option B:

- Staff employed in a custodian or transportation position.
- Must be a permanent full-time employee (work a minimum of 30 hours per week).
- Must be in a state funded position.
- Must have been employed since August 24, 2015.
- Did not have a break in service from Transylvania County Schools since August 2015.
- Remain employed at the time the merit pay is issued (January 2017).
- Employees who do not have any negative personnel actions from July 1, 2015 -through June 30, 2016.

Merit Plan Option C:

- Employees who are non-exempt based on FLSA guidelines .
- Must be in a state funded position.
- Remain employed at the time the merit pay is issued (January 2017).
- Employees who do not have any negative personnel actions from July 1, 2015 -through June 30, 2016.

Merit Plan Option D:

- Employees who are non-exempt based on FLSA guidelines .
- Must be in a state funded position.
- Must have been employed since August 24, 2015.
- Remain employed at the time the merit pay is issued (January 2017).
- Employees who do not have any negative personnel actions from July 1, 2015 -through June 30, 2016.

Outcomes:

Option A

97 employees will receive a one time merit pay bonus in the prorated amount of \$398.25 totaling \$38,630.

Option B

22 employees will receive a one time merit pay bonus in the prorated amount of \$1755.91 totaling \$38,630.

Option C

164 employees will receive a one time merit pay bonus in the prorated amount of \$234.12 totaling \$38,630.

Option D

117 employees will receive a one time merit pay bonus in the prorated amount of \$330.17 totaling \$38,630.

Classification	Total Staff	Staff eligible based on criteria (OPTION A)	Staff eligible based on criteria (OPTION B)	Staff eligible based on criteria (OPTION C)	Staff eligible based on criteria (OPTION D)
Teacher Assistants	46	33	0	46	32
Bus Drivers	41	4	0	41	17
Custodians	31	18	18	31	22
Office Support Personnel	31	28	0	31	30
Combination employee	12	10	0	12	12
Transportation- Bus Garage	4	4	4	4	4
School-based Administration	16	0	0	0	0
Central Office Administration	9	0	0	0	0

Total # eligible staff	97	22	165	117
Amount/employee	\$398.25	\$1,755.91	\$234.12	\$330.17