

NORTH CAROLINA GENERAL ASSEMBLY  
1961 SESSION

CHAPTER 1043  
SENATE BILL 368

1 AN ACT TO AUTHORIZE THE STATE BOARD OF EDUCATION TO CONDUCT AN  
2 EXPERIMENTAL OR PILOT PROGRAM IN TWO OR MORE SCHOOL  
3 ADMINISTRATIVE UNITS BASED UPON MERIT PAY FOR TEACHERS WHO  
4 EXCEL IN THEIR PROFESSION AND TO APPROPRIATE FUNDS FOR THE  
5 EXPENSES OF THE PROGRAM.  
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7 WHEREAS, the present salary plan or schedule for teachers in the public schools of  
8 North Carolina does not recognize adequately individual quality, attainments, ability, value of  
9 services rendered, and professional work accomplished by the individual teachers; and

10 WHEREAS, it is desirable to have an incentive for public school teachers who excel  
11 in their profession and to stimulate, encourage and inspire such teachers to make their best  
12 endeavors in the field of public education and to improve their teaching competence,  
13 proficiency, skill and capacity; and

14 WHEREAS, a commission for the study of teacher merit pay was authorized by  
15 Resolution 80 of the General Assembly of 1959 and said commission made an extensive and  
16 thorough investigation and study of the subject of merit pay for teachers and has filed its report,  
17 and among other things said commission recommended as follows:

18 "The principle of paying teachers according to quality of performance is sound. In addition  
19 the factors of preparation and experience should be considered in the over-all salary schedule.  
20 As the science of teacher evaluation has not developed a completely acceptable instrument  
21 upon which to adopt a general system of merit rating, the commission feels that systematic  
22 experimentation in merit rating should be instituted." and

23 WHEREAS the State of North Carolina should now authorize an experimental  
24 program for the purpose of determining the validity of such standards and criteria, as may be  
25 developed in the evaluation of teachers for merit pay purposes: Now, therefore,

26  
27 The General Assembly of North Carolina do enact:  
28

29 **Section 1.** There shall be organized and established by the State Board of  
30 Education, and administered under the general supervision of the State Superintendent of  
31 Public Instruction an experimental or pilot program for the purpose of developing, formulating  
32 and administering a teachers' merit pay plan or system. The program shall be administered by  
33 the State Superintendent of Public Instruction who shall formulate and prepare reasonable rules  
34 and regulations for the administration and development of said experimental or pilot program  
35 and said rules and regulations shall become effective upon approval by the State Board of  
36 Education. The program shall extend for a period of two school years, beginning with the  
37 school year of 1961-62 and extending through the school year 1962-63. The first school year  
38 (1961-62) shall be devoted to the formulation and development of the plans, regulations,  
39 procedures, instruments of measurement, and administrative machinery for conducting the  
40 experimental or pilot program. During the first school year, as above set forth, there shall be  
41 devised or prepared as near as possible, suitable factors, standards or criteria of an experimental  
42 nature, for the evaluation of the individual quality, attainments, ability, value of services

1 rendered, work accomplished, and professional competence of teachers for purposes of a merit  
2 pay plan or salary system.

3 **Sec. 2.** The second school year shall be devoted to the application and actual  
4 administration of the plans, standards and criteria developed for an experimental evaluation of a  
5 teachers' merit pay plan. The funds appropriated and made available to the State Board of  
6 Education shall be used, during said second school year, for the benefit of the experimental or  
7 pilot program in the form of incentive compensation for recognized merit in teaching as  
8 demonstrated by full-time teaching personnel in two or more public school administrative units  
9 approved for participation in said experimental or pilot program. The extent, application and  
10 number of participants in the program shall be in the judgment and discretion of the State  
11 Superintendent of Public Instruction with the approval of the State Board of Education.

12 **Sec. 3.** The State Board of Education, through the State Superintendent of Public  
13 Instruction, shall prepare and submit a progress report to the General Assembly of 1963, and a  
14 final report of findings, together with recommendations as to the future of the program, to the  
15 General Assembly of 1965.

16 **Sec. 4.** There is hereby appropriated and made available to the Department of  
17 Public Instruction the sum of forty thousand dollars (\$40,000.00) for each fiscal year of the  
18 biennium of 1961-63, to be used for the employment of personnel, and for defraying necessary  
19 office and travel expenses incurred in the formulation of instruments of measurement and the  
20 administration of this Act.

21 **Sec. 5.** There is hereby appropriated and made available to the State Board of  
22 Education the sum of one hundred twenty thousand dollars (\$120,000.00) to be used during the  
23 second year of the project as incentive compensation for recognized merit in teaching as  
24 required by this Act.

25 **Sec. 6.** All laws and clauses of laws in conflict with this Act are hereby repealed.

26 **Sec. 7.** This Act shall be in full force and effect from and after its ratification.

27 In the General Assembly read three times and ratified, this the 19th day of June,  
28 1961.