

Teacher Legislated Performance Bonuses – LEAs and other public schools

Session Law 2017-57 and Session Law 2017-197

2019-20 School Year

I. OVERVIEW

This FAQ addresses bonuses for teachers based on 2018-19 EVAAS growth scores for the 3rd Grade Reading.

Terms

For purposes of this document the following terms are used:

independent public schools Include Charter Schools, Lab Schools and Regional Schools.

public school unit Includes Local Education Agencies (LEA), Innovative school district, Charter Schools, Lab Schools and Regional Schools

eligible teacher Is a teacher who is in the top 25% of the State or LEA based on the EVAAS scores in a grade/subject, as determined by DPI.

qualified teacher Is an “eligible” teacher who is teaching in the same public school unit at least from the school year the data is collected until January 1, 2020. Qualified teacher is determined by LEA/other public school.

Allotments

State Board of Education allotment policies related to these bonuses are posted on the [Allotments site here](#).

PRC046 3rd Grade Read to Achieve Teacher Bonus

Independent Public Schools - Charter schools, Lab Schools and Regional Schools

Bonus funds are allotted in PRC046.

The funds are restricted for the teachers designated in the top 25% and shall not be used for any other purpose. Expenditures must be coded to this PRC and not to PRC036/038/044/048 or anything else.

Failure to follow these instructions may result in funds being reverted and not available for use.

Expenditures

It is critical for all public school units to code the bonuses in the appropriate purpose - PRC. Failure to follow the instructions will result in a reversion of funds.

Full chart of accounts is located [here](#).

The bonus is NOT subject to retirement. It is subject to social security.

Coding is as follows:

PRC 046 – 3rd grade reading bonus ONLY

3rd grade reading bonus 1-5110-046-180

Social security 1-5110-046-211

II. Procedure

A. 3rd Grade Reading Bonus

Program Contact: Tom Tomberlin thomas.tomberlin@dpi.nc.gov

Financial Contact: School Business

This bonus has 2 criteria and is determined based on EVAAS growth scores.

1. \$5m appropriated to pay for bonuses to the top 25% of the 3rd grade reading teachers in the State.
2. \$5m appropriated to pay for bonuses to the top 25% of 3rd grade reading teachers in each LEA (teachers in independent public schools are not eligible).

To be qualified, the teacher must remain employed as a teacher in the SAME Public School Unit at least until January 1, 2020.

DPI will:

- Determine the eligible teachers who are in the top 25% for both State and LEA bonus.
- Provide the names of the teachers eligible in each category to the LEAs and independent public schools. See program contact person for questions related to teachers identified.
- Determine the dollar amount of the bonus award for the State level category (this amount changes annually depending on the number of teachers eligible in a specific year).
- Allot funds to each public school unit based on the total eligible teachers who earned a State level bonus- LEAs will determine if each teacher is qualified to receive the bonus. Teachers must be teaching in the same public school unit in the current year to be qualified.
- Allot funds to each LEA based on 2018-19 allotted ADM for the LEA level bonus. Independent public schools are not eligible for the local level bonus.

The Public School Units are responsible for:

- Determining if the eligible teachers are qualified to receive the bonus.
- Validating that the teacher is still working as a teacher in the same LEA or, if not employed in a LEA, in the same independent public school at least until January 1, 2020.
- LEAs only - determining the bonus amount for the teachers who are in the top 25% of the LEA.
- Paying the teachers in January 2020 for each bonus they are eligible for.

III. Questions and Answers

Questions and Answers for 3rd Grade Reading Bonus

1. *How much is the State level bonus for 3rd grade reading bonus?*

The total allotment per teacher for the State level bonus is \$3,568.60 (bonus + social security).

3 rd grade reading bonus	1-5110-046-180	\$3,315.00
Social security	1-5110-046-211	\$ 253.60

2. *How much is the LEA level bonus for 3rd grade reading bonus?*

This will vary by LEA and each LEA will need to do their own calculation based on the number of qualified teachers.

Division of School Business

NC Department of Public Instruction

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Document revised on 2/3

/2020

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Per the legislation, the bonus appropriation is allocated to the LEAs based on allotted 3rd grade average daily membership.

These funds are to be equally distributed to the qualified teachers in the LEA, but an individual bonus shall not exceed \$3,500 (plus 7.65% for social security). A qualified teacher is a teacher who is in the top 25% of the LEA AND is teaching in the same LEA in the current year.

Example: *School Business allocates \$18,000 to the LEA based on the 2018-19 allotted ADM.*

- DPI identified 6 eligible teachers in the top 25% in the LEA for 3rd grade reading.
- The LEA determined that 2 teachers are not qualified to receive the bonus because they were not employed in the LEA until January 1, 2020.
- The amount of the allotment (\$18,000) is divided amongst the 4 qualified teachers up to maximum allowable bonus amount of 3,500 (plus social security).
- The LEA must account for the social security within the \$18,000.

Therefore, in this example,

Total eligible teachers	6
LEA allotment (bonus + social security)	\$18,000
Qualified teachers	4
Bonus + SS per teacher	$\$18,000/4 = \$4,500$
Bonus ⁽¹⁾ ($\$4,500/1.0765$)	\$4,180

⁽¹⁾ Maximum bonus is \$3,500 + Social Security therefore [\(Revised on 2/3/20\)](#):

LEA will pay \$3,500 Bonus Maximum + 267.75 Social Security (to 4 teachers)

Any funds unexpended shall not be used for any other purpose and will revert to the State.

$[\$18,000 \text{ allotted} - (4 * (\$3,500 + 267.75)) \text{ expended} = \$2,929 \text{ unspent will revert}]$

3. **What PRC should we use for 3rd grade reading bonus?**

All funds are allotted in PRC046 – expenditures must be coded in PRC046 for 3rd grade reading. This includes charter schools and lab schools which must also use PRC046.

4. **We have a teacher who earned a 3rd grade reading bonus AND a 4th grade reading bonus, may we code both the bonuses to PRC046?**

No. It is very important that the 3rd grade reading bonuses are separated from the other bonuses and if a teacher earns both a 3rd and a 4th grade bonus, they MUST be coded in the separate PRCs.

5. **Are we required to code the bonus to the school level?**

Yes. Uniform Education Reporting System requires that these bonuses are coded to the school level.

6. **Do the allotments include social security?**

Yes.

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7. *The teacher who earned the bonus left the school, may we use the bonus funds for another purpose, for instance we would like to reward another teacher?*

No. the funds may only be used for the specific teacher in the top 25% on the lists provided.

8. *We are a charter school and have financial flexibility, may we divide the bonus amongst all our teachers?*

No. the funds may only be used for the teacher designated in the top 25% on the lists provided.

9. *The legislation has a maximum number of bonuses that the teacher can receive, how does this work?*

The legislation states that the teacher can receive a maximum of one bonus in each subdivision of the law for 3rd grade reading bonus.

The subdivisions are:

Top 25% in the State (State Bonus)

Top 25% in the LEA (Local Bonus)

Note that Local Bonus is only for regular LEA's. Teachers in other public schools (Charter Schools, Lab Schools and Regional Schools) are NOT eligible and therefore teachers in other public schools can only receive one bonus of \$3,315 + social security in the State Bonus category.

10. *Are the following considered "teaching" in 2018-19 making the person qualified for the bonus?*

Employee is on an educational leave of absence for the principal fellows program No

Employee is a teacher assistant No

Employee is a curriculum specialist No

Employee is on paid leave of absence YES

Employee is on unpaid leave of absence extending beyond January 2020 No

Employee is a temporary part time tutor No

11. *If a teacher retires January 2, 2020, is this teacher eligible for the bonus that is scheduled to be paid this month?*

Yes

12. *If the teacher retired January 1, 2020 is this teacher still eligible?*

No