

Third-Grade Teacher Performance Bonus

PROGRAM REPORT CODE: 046
UNIFORM CHART OF ACCOUNTS CODE: XXXX-046-XXX
STATUTORY REFERENCE: SL 2016-94

TYPE: Dollars

TERM: July 1, 2016 to June 30, 2018

PURPOSE: A two-year pilot program which provides funding to reward third-grade teacher with performance based bonuses.

ELIGIBILITY: Each LEA is entitled to funding, based on their teachers Education Value-Added Assessment System (EVAAS) student growth index score for third-grade reading.

FORMULAS: The proportion stipulated in legislation is allotted based on bonuses to licensed third-grade teachers who are in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for third-grade reading from the previous year. These funds shall be allocated equally among qualifying teachers.

The proportion stipulated in legislation is allotted to pay bonuses to licensed third-grade teachers who are in the top twenty-five percent (25%) of teachers in their respective LEA according to the EVAAS student growth index score for third-grade reading from the previous year. These funds shall be split proportionally based on average daily membership for each LEA and then distributed equally among qualifying teachers in each LEA.

SPECIAL PROVISIONS:

1. Bonuses are payable in January 2017 and January 2018, respectively, to qualifying teachers who remain employed teaching third-grade in the same LEA at least from the school year the data is collected until the corresponding school year that the bonus is paid.
2. Teachers employed in charter schools and regional schools are only eligible to receive the bonus if they are in the top 25% of teachers in the State. No allocation is made at the charter or regional school level.
3. Any teacher working in a LEA that employs three or fewer third-grade teachers shall receive a bonus at the LEA level if that teacher has an EVAAS student growth index score for third-grade reading from the previous school year that exceeds expected growth.
4. Teachers who qualify may receive bonuses at both the State and LEA level.
5. The compensation bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System.
- ~~6. Unused funds shall not be used for any purpose other than stipulated in the legislation. Excess funds allotted shall revert to the State. Any unexpended funds from the State level bonus paid~~

in January, due to ineligible teachers per legislation, will be reallocated to LEAs based on the eligible teachers who were paid the bonus in January. These teachers shall be paid an equal share of the reallocated funds. No funds shall revert to the State.

CENTRAL OFFICE ADMINISTRATION

PROGRAM REPORT CODE: 002
UNIFORM CHART OF ACCOUNTS CODE: XXXX-002-XXX
STATUTORY REFERENCE: SB 1115, Budget Bill supplement #11

TYPE: Dollar
TERM: July 1 - June 30

PURPOSE:

Provides funding for salary and benefits for central office administration. This category is used to pay for personnel including:

- Superintendent
- Directors/Supervisors/Coordinators
- Associate and Assistant Superintendents
- Finance Officers
- Child Nutrition Supervisors/Managers
- Community Schools Coordinators/Directors
- Athletic Trainers
- Health Education Coordinators
- Maintenance Supervisors
- Transportation Directors

Funds cannot be expended for any of the above personnel outside of this allotment category.

ELIGIBILITY: Each LEA is entitled to funding. The dollars allotted are based on the formula listed below.

FORMULA:

The formula for FY 2007-2008 is based on HB 1473, Joint Conference Committee Report on the Budget:

1. Freeze local school administration units (LEAs) allotments at the FY 2002-03 allotment level.
2. Adjust allotments by the net effect of other legislative changes (such as, legislative increases or benefit changes) and the reduction for charter school reserve. See chart below:

Fiscal Year (Base)	Percent Increase/ (Decrease)	Allotment Year
2002-03	(.76)	2003-04
2003-04	5.19	2004-05
2004-05	3.25	2005-06
2005-06	6.33	2006-07
2006-07	5.28	2007-08
2007-08	3.10	2008-09
2008-09	(11.34)	2009-10
2009-10	.04	2010-11
2010-11	(14.41)	2011-12
2011-12	2.60	2012-13
2012-13	.79	2013-14
2013-14	(1.36)	2014-15
2014-15	(.34)	2015-16

The new formula for FY 2002-2003 developed by the State Board in accordance with SB 1005 was not implemented per SB 1115.

HISTORICAL REF: The following is the Formula that was in effect from Fiscal Year 1996 through Fiscal Year 2001.

Base Allotment

Each LEA receives a base allotment which is graduated based on allotted ADM. To determine the base, select the ADM range from the charts below and add the base and the supplemental base together.

Cities

ADM Ranges	Base	ADM Over Range	\$ Per ADM Over Range
0 - 4,999	\$360,000	0	12.00
5,000 - 9,999	420,000	4,999	36.01
10,000 - 14,999	600,000	9,999	18.00
Each addt'l 5,000	add 90,000	add 5,000	18.00

Counties

ADM Ranges	Base	ADM Over Range	\$ Per ADM Over Range
0 - 4,999	\$420,000	0	12.00
5,000 - 9,999	480,000	4,999	36.01
10,000 - 14,999	660,000	9,999	18.00
Each addt'l 5,000	add 90,000	add 5,000	18.00

Add-On Per ADM

After the base is allotted, the remaining funds are allocated to LEAs with ADM greater than 1,500 based on dollars per ADM.

SPECIAL PROVISIONS:

1. For FY 2000-01, all LEAs are held harmless to their FY 1999-00 allotment, unless they are a LEA which is losing its hold harmless provision due to merger. The formula will be phased-in as merged LEAs are no longer required to be held harmless and as funds are added to the budget.
2. Funds cannot be transferred into this category. Funds can be transferred out of this category by submitting an [ABC Transfer Form](#) in the Allotment System.
3. Only expenditures for administrative personnel and matching benefits are allowed.
4. Refer to the General Information Section – Merged LEAs.
5. Federal law requires a match for Child Nutrition Supervisors. A State expenditure in excess of \$7 million is necessary for North Carolina to be eligible for Section 4 federal funds. Beginning with the FY 2010-11, each LEA shall expend at least \$45,000 from their Central Office Administration (PRC 002) allocation or any other State funded PRC which allows coding to purpose code 7200 for child nutrition expenses. The following purpose object combinations are in PRC 002 for meeting this mandate:
 - Child Nutrition Director and/or Supervisor 7200 - 113,
 - Manager 7200 - 176, and
 - The matching benefit codes 7200 - 211, 7200 - 221, 7200 - 231, or
 - Utilize the Inter-fund Transfers to Child Nutrition code 8400 – 715; funds transferred for this purpose may be used to pay the cost of reduced-price breakfast meals (\$.30 per meal) for eligible students should be the state allocation for reduced-price breakfast meals be insufficient to do so.
6. In accordance with G.S. 115C-271, a local board may terminate a Superintendent's contract before the contract term of employment has expired if all of the following conditions are met:
 - a) No state funds are used for this purpose.
 - b) Local funds appropriated for teachers, textbooks, or classroom materials, supplies and equipment are not transferred or used for this purpose.
 - c) The local board makes public the funds that are to be transferred or used for this purpose.
 - d) The local Board notifies the State Board of the funds that are to be transferred or used for this purpose.
 - e) No funds acquired through donation or fund-raising are used for this purpose, except funds raised specifically for this purpose or for funds donated by private for-profit corporations.
7. The budget reduction per LEA is applied for FY 2009-2010 is based on SB 897 Conference Report on the Continuation, Capital, and Expansion Budget which reduces the dollar allotment to LEAs for central office staff salaries and benefits.

8. Once the Department of Public Instruction (NCDPI) is notified by the Director of the Retirement System Division (RSD) of the State Treasurer's Office of delinquent contributions owed by a participating employer (local education agency), the NCDPI will reduce the Central Office Administration allotment to the employer in the amount of the delinquency. This action is in compliance with the legislative authority (G.S. 128-30(g)(3)) and the Retirement System's Board of Trustees' policies. The State Board of Education will receive a communication of any reductions.

Test Result Bonus

FY 2016-17

CAT 020

PRC 046

LEA/CS #	LEA\Charter Name	3rd Grade Teacher Bonus			AP/IB Bonus			CTE Bonus	Rev 31 Total
		State Bonus	LEA Bonus	Total	AP	IB	Total	Total	
010	Alamance-Burlington	113,790	77,982	191,772	38,969	0	38,969	31,041	261,782
020	Alexander County	15,172	17,759	32,931	6,082	0	6,082	3,096	42,109
030	Alleghany County	11,379	4,948	16,327	269	0	269	2,181	18,777
040	Anson County	7,586	12,100	19,686	215	0	215	3,149	23,050
050	Ashe County	26,551	10,813	37,364	6,082	0	6,082	3,501	46,947
060	Avery County	0	7,255	7,255	1292	0	1,292	2,370	10,917
070	Beaufort County	41,723	24,114	65,837	4,037	0	4,037	11,067	80,941
080	Bertie County	22,758	8,418	31,176	0	0	0	1,400	32,576
090	Bladen County	3,793	16,156	19,949	484	0	484	6,894	27,327
100	Brunswick County	18,965	43,442	62,407	16,309	0	16,309	11,360	90,076
110	Buncombe County	64,481	85,706	150,187	68,842	0	68,842	34,212	253,241
111	Asheville City	7,586	15,144	22,730	26,428	0	26,428	2,182	51,340
120	Burke County	34,137	43,308	77,445	20,400	0	20,400	9,478	107,323
130	Cabarrus County	56,895	107,237	164,132	88,112	5,490	93,602	25,846	283,580
132	Kannapolis City	7,586	18,710	26,296	6,028	0	6,028	7,271	39,595
140	Caldwell County	56,895	41,307	98,202	11,519	0	11,519	12,523	122,244
150	Camden County	11,379	6,520	17,899	1,346	0	1,346	2,154	21,399
160	Carteret County	49,309	29,152	78,461	18,247	0	18,247	9,717	106,425
170	Caswell County	3,793	9,441	13,234	1,077	0	1,077	674	14,985
180	Catawba County	91,032	57,357	148,389	25,567	0	25,567	24,821	198,777
181	Hickory City	7,586	15,480	23,066	5,221	3,391	8,612	7,054	38,732
182	Newton-Conover	11,379	11,084	22,463	6,244	0	6,244	4,309	33,016
190	Chatham County	22,758	28,991	51,749	19,108	0	19,108	8,671	79,528
200	Cherokee County	11,379	11,290	22,669	1,399	0	1,399	7,432	31,500
210	Edenton/Chowan	11,379	7,574	18,953	969	0	969	1,319	21,241
220	Clay County	11,379	4,561	15,940	646	0	646	2,612	19,198
230	Cleveland County	109,997	51,983	161,980	30,303	0	30,303	27,999	220,282
240	Columbus County	18,965	20,745	39,710	1,184	0	1,184	8,507	49,401
241	Whiteville City	11,379	7,690	19,069	592	0	592	2,316	21,977
250	Craven County	68,274	49,159	117,433	10,711	0	10,711	16,959	145,103
260	Cumberland County	144,134	174,261	318,395	58,400	4,629	63,029	49,156	430,580
270	Currituck County	7,586	13,497	21,083	4,198	0	4,198	1,427	26,708
280	Dare County	26,551	17,131	43,682	13,779	0	13,779	4,444	61,905
290	Davidson County	121,376	67,536	188,912	36,762	0	36,762	43,442	269,116
291	Lexington City	11,379	10,456	21,835	2,422	0	2,422	2,693	26,950
292	Thomasville City	3,793	8,250	12,043	807	0	807	5,708	18,558
300	Davie County	30,344	21,774	52,118	17,439	0	17,439	14,670	84,227
310	Duplin County	15,172	34,152	49,324	4,521	0	4,521	14,239	68,084
320	Durham County	83,446	117,254	200,700	89,619	2,476	92,095	7,780	300,575
330	Edgecombe County	11,379	20,127	31,506	861	0	861	1,105	33,472
340	Forsyth County	144,134	186,927	331,061	234,838	5,921	240,759	22,428	594,248
350	Franklin County	18,965	29,746	48,711	11,249	0	11,249	22,156	82,116
360	Gaston County	75,860	107,899	183,759	31,111	2,422	33,533	34,218	251,510
370	Gates County	7,586	0	7,586	1,023	0	1,023	3,286	11,895
380	Graham County	7,586	4,084	11,670	646	0	646	351	12,667
390	Granville County	3,793	27,629	31,422	4,037	0	4,037	5,815	41,274
400	Greene County	7,586	11,136	18,722	1,399	0	1,399	3,043	23,164
410	Guilford County	197,236	246,797	444,033	302,066	58,077	360,143	61,423	865,599
420	Halifax County	3,793	10,257	14,050	108	0	108	2,638	16,796
421	Roanoke Rapids City	3,793	10,127	13,920	3,552	0	3,552	3,230	20,702
422	Weldon City	0	3,243	3,243	0	0	0	2,100	5,343

Test Result Bonus

FY 2016-17

CAT 020

PRC 046

LEA/CS #	LEA\Charter Name	3rd Grade Teacher Bonus			AP/IB Bonus			CTE Bonus	Rev 31 Total
		State Bonus	LEA Bonus	Total	AP	IB	Total	Total	
430	Harnett County	72,067	71,122	143,189	13,349	0	13,349	14,859	171,397
440	Haywood County	64,481	25,312	89,793	4,898	0	4,898	6,759	101,450
450	Henderson County	91,032	47,313	138,345	23,791	0	23,791	17,339	179,475
460	Hertford County	3,793	10,323	14,116	0	0	0	2,315	16,431
470	Hoke County	30,344	29,519	59,863	3,230	0	3,230	4,146	67,239
480	Hyde County	7,586	0	7,586	215	0	215	0	7,801
490	Iredell-Statesville	83,446	71,733	155,179	55,494	16,309	71,803	17,928	244,910
491	Mooresville City	53,102	20,813	73,915	19,700	0	19,700	7,430	101,045
500	Jackson County	3,793	12,979	16,772	2,422	0	2,422	2,559	21,753
510	Johnston County	125,169	119,303	244,472	29,819	1,669	31,488	34,190	310,150
520	Jones County	15,172	3,926	19,098	215	0	215	727	20,040
530	Lee County	18,965	34,842	53,807	8,935	0	8,935	27,725	90,467
540	Lenoir County	37,930	31,613	69,543	4,306	1,130	5,436	6,973	81,952
550	Lincoln County	60,688	39,965	100,653	32,080	0	32,080	14,625	147,358
560	Macon County	60,688	15,244	75,932	3,660	0	3,660	431	80,023
570	Madison County	15,172	8,528	23,700	1,830	0	1,830	1,886	27,416
580	Martin County	3,793	11,572	15,365	215	0	215	4,387	19,967
590	McDowell County	15,172	21,781	36,953	2,045	0	2,045	4,470	43,468
600	Mecklenburg County	402,058	513,222	915,280	449,008	60,930	509,938	17,844	1,443,062
610	Mitchell County	11,379	6,712	18,091	2,637	0	2,637	5,224	25,952
620	Montgomery County	15,172	14,080	29,252	754	0	754	4,821	34,827
630	Moore County	49,309	44,804	94,113	53,394	0	53,394	4,040	151,547
640	Nash-Rocky Mount	22,758	54,454	77,212	5,490	5,436	10,926	15,778	103,916
650	New Hanover County	136,548	90,051	226,599	85,582	0	85,582	20,167	332,348
660	Northampton County	0	6,836	6,836	269	0	269	862	7,967
670	Onslow County	102,411	89,354	191,765	18,678	3,552	22,230	38,417	252,412
680	Orange County	34,137	25,827	59,964	25,944	3,606	29,550	2,074	91,588
681	Chapel Hill-Carrboro	11,379	41,877	53,256	153,347	0	153,347	1,268	207,871
690	Pamlico County	7,586	4,365	11,951	1,238	0	1,238	2,613	15,802
700	Pasquotank County	26,551	19,948	46,499	1,938	0	1,938	3,527	51,964
710	Pender County	34,137	30,810	64,947	11,411	0	11,411	14,509	90,867
720	Perquimans County	3,793	6,002	9,795	592	0	592	2,153	12,540
730	Person County	22,758	15,882	38,640	4,521	0	4,521	5,547	48,708
740	Pitt County	106,204	82,717	188,921	49,142	0	49,142	41,757	279,820
750	Polk County	22,758	7,845	30,603	2,691	0	2,691	3,124	36,418
760	Randolph County	136,548	61,510	198,058	17,170	0	17,170	39,466	254,694
761	Asheboro City	11,379	16,386	27,765	5,167	0	5,167	4,738	37,670
770	Richmond County	22,758	25,902	48,660	4,037	0	4,037	10,040	62,737
780	Robeson County	106,204	80,525	186,729	5,113	0	5,113	5,551	197,393
790	Rockingham County	56,895	44,633	101,528	4,306	3,822	8,128	11,739	121,395
800	Rowan-Salisbury	56,895	68,442	125,337	23,091	0	23,091	10,585	159,013
810	Rutherford County	64,481	28,782	93,263	7,589	0	7,589	3,476	104,328
820	Sampson County	49,309	29,790	79,099	4,737	0	4,737	7,512	91,348
821	Clinton City	11,379	10,570	21,949	4,360	0	4,360	2,102	28,411
830	Scotland County	22,758	20,580	43,338	2,960	0	2,960	5,033	51,331
840	Stanly County	41,723	29,753	71,476	3,660	0	3,660	12,547	87,683
850	Stokes County	26,551	22,100	48,651	6,405	0	6,405	6,707	61,763
860	Surry County	68,274	28,425	96,699	10,173	0	10,173	9,827	116,699
861	Elkin City	11,379	4,310	15,689	3,983	0	3,983	3,742	23,414
862	Mount Airy City	7,586	5,631	13,217	4,145	0	4,145	2,153	19,515
870	Swain County	3,793	7,148	10,941	3,014	0	3,014	943	14,898

Test Result Bonus

FY 2016-17

CAT 020

PRC 046

LEA/CS #	LEA\Charter Name	3rd Grade Teacher Bonus			AP/IB Bonus			CTE Bonus	Rev 31 Total
		State Bonus	LEA Bonus	Total	AP	IB	Total	Total	
880	Transylvania County	7,586	12,220	19,806	5,759	0	5,759	4,982	30,547
890	Tyrrell County	3,793	0	3,793	108	0	108	270	4,171
900	Union County	201,029	143,870	344,899	155,608	7,105	162,713	45,443	553,055
910	Vance County	26,551	22,237	48,788	1,561	0	1,561	4,793	55,142
920	Wake County	197,236	542,374	739,610	738,586	38,862	777,448	130,758	1,647,816
930	Warren County	3,793	8,037	11,830	538	0	538	1,859	14,227
940	Washington County	0	5,652	5,652	108	0	108	566	6,326
950	Watauga County	15,172	14,859	30,031	17,009	0	17,009	1,939	48,979
960	Wayne County	30,344	65,140	95,484	7,105	0	7,105	25,302	127,891
970	Wilkes County	41,723	33,960	75,683	6,890	0	6,890	20,975	103,548
980	Wilson County	60,688	42,467	103,155	8,935	4,521	13,456	8,022	124,633
990	Yadkin County	37,930	18,634	56,564	2,960	0	2,960	10,122	69,646
995	Yancey County	15,172	7,680	22,852	2,207	0	2,207	5,411	30,470
	Total	4,965,037	5,000,000	9,965,037	3,366,643	229,348	3,595,991	1,346,544	14,907,572

Charters	State Bonus	LEA Bonus	Total	AP	IB	Total	CTE	Rev 31 Total
01B	River Mill Academy	3793	0	3,793	0	0	0	3,793
10A	Charter Day School	11379	0	11,379	0	0	0	11,379
10B	South Brunswick Charter School	3,793	0	3,793	0	0	0	3,793
11B	ArtSpace Charter School	3,793	0	3,793	0	0	0	3,793
12A	New Dimensions	3,793	0	3,793	0	0	0	3,793
13A	Carolina International School	3,793	0	3,793	0	0	0	3,793
16B	Tiller School	3,793	0	3,793	0	0	0	3,793
19A	Chatham Charter	7,586	0	7,586	0	0	0	7,586
24N	Columbus Charter School	3,793	0	3,793	0	0	0	3,793
26B	Alpha Academy	3,793	0	3,793	0	0	0	3,793
32D	Kestrel Heights School	3,793	0	3,793	0	0	0	3,793
33A	North East Carolina Prep	3,793	0	3,793	0	0	0	3,793
34B	Quality Education Academy	7,586	0	7,586	0	0	0	7,586
34G	The Arts Based School	3,793	0	3,793	0	0	0	3,793
34H	The North Carolina Leadership Ac	3,793	0	3,793	0	0	0	3,793
36C	Mountain Island Charter School	3,793	0	3,793	0	0	0	3,793
41B	Greensboro Academy	3,793	0	3,793	0	0	0	3,793
41F	Triad Math and Science Academy	3,793	0	3,793	0	0	0	3,793
41J	Summerfield Charter Academy	7,586	0	7,586	0	0	0	7,586
49E	Pine Lake Preparatory	7,586	0	7,586	0	0	0	7,586
49F	Langtree Charter Academy	3,793	0	3,793	0	0	0	3,793
55A	Lincoln Charter School	7,586	0	7,586	0	0	0	7,586
60G	Queen's Grant Community Schoo	3,793	0	3,793	0	0	0	3,793
60I	Community School of Davidson	15,172	0	15,172	0	0	0	15,172
60M	Corvian Community School	7,586	0	7,586	0	0	0	7,586
60S	Bradford Preparatory School	7,586	0	7,586	0	0	0	7,586
61J	Thunderbird Prep	3,793	0	3,793	0	0	0	3,793
63A	The Academy of Moore County	3,793	0	3,793	0	0	0	3,793
65B	Wilmington Preparatory Academy	3,793	0	3,793	0	0	0	3,793
65C	Douglass Academy	3,793	0	3,793	0	0	0	3,793
65D	Island Montessori Charter	3,793	0	3,793	0	0	0	3,793
69A	Arapahoe Charter School	7,586	0	7,586	0	0	0	7,586
73A	Bethel Hill Charter	3,793	0	3,793	0	0	0	3,793
81A	Thomas Jefferson Class Academy	15,172	0	15,172	0	0	0	15,172
86T	Millennium Charter Academy	3,793	0	3,793	0	0	0	3,793

Test Result Bonus

FY 2016-17

CAT 020

PRC 046

LEA/CS #	LEA\Charter Name	3rd Grade Teacher Bonus			AP/IB Bonus			CTE Bonus	Rev 31 Total
		State Bonus	LEA Bonus	Total	AP	IB	Total	Total	
90A	Union Academy	3,793	0	3,793	0	0	0	0	3,793
92B	The Exploris School	3,793	0	3,793	0	0	0	0	3,793
92D	Magellan Charter	3,793	0	3,793	0	0	0	0	3,793
92N	Quest Academy	3,793	0	3,793	0	0	0	0	3,793
92R	Casa Esperanza Montessori Chart	3,793	0	3,793	0	0	0	0	3,793
92W	Cardinal Charter	7,586	0	7,586	0	0	0	0	7,586
	Total	219,994	0	219,994	0	0	0	0	219,994
Grand Total		5,185,031	5,000,000	10,185,031	3,366,643	229,348	3,595,991	1,346,544	15,127,566

Manual Adjustment

Notes:

1. Difference of .03 in AP/IB total in SBE Attachment is the rounding
2. The State Level Bonus is over allotted due to additional charters being added.
the 185,031 will come from reversions.

Teacher Legislated Bonuses

Session Law 2016-94

2016-17

Session Law 2016-94 authorized 3 bonuses for teachers based on test results.

- 3rd Grade teacher Reading Performance (Section 9.7)
- Advanced Placement and IB Bonuses (Section 8.8)
- Industry certifications and credentials Bonuses (Section 8.9)

Allotments

State Board of Education Allotment policies related to these bonuses are posted on the Allotments site at <http://www.ncpublicschools.org/fbs/allotments/general>

All 3 bonuses will be allotted in to **PRC046 – Test Result Bonus**

These allotments are estimated maximum amounts required to pay out the bonus. Funds shall not be used for any other purpose.

Expenditures

Full chart of accounts for PRC046 is located at <http://www.ncpublicschools.org/fbs/finance/reporting/coa2017>

The bonus is NOT subject to retirement. It is subject to Social Security

Coding is as follows:

3 rd grade reading bonus	1-5110-046-180
AP/IB bonus	1-5260-046-180
CTE Credentials	1-5120-046-180

Correct coding is essential as the data and payroll vouchers will be used for reporting, budgeting and audit purposes.

Procedure

A. 3rd Grade teacher Reading Performance

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

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

1. \$5m appropriated to pay for bonus to top 25% of the 3rd grade teachers in the State
2. \$5m appropriated to pay for bonus to top 25% of 3rd grade teachers in each LEA (charter school teachers not eligible)

To be eligible the teacher must remain employed teaching 3rd grade in the SAME LEA at least until the bonus is paid.

DPI:

- Determined the teachers who are in the top 25% for both categories 1 and 2 above.
- Provided the names of the teachers in each category to the LEAs. The list was provided through a secure server to the LEA Personnel Administrators.

- Provided a designation next to the teacher's name if they are not working in the same LEA in the 3rdpp of 2017 (based on payroll). Teachers who are not teaching in the same LEA at least from the school year the data is collected until the corresponding school year that the bonus is paid are **not** eligible.
- Provided the dollar amount of the bonus award for the State level category. \$3,523 per teacher
- Allotted funds to each LEA based on the total teachers on the list- The LEAs will determine if the teachers meet the requirement of current year employment teaching 3rd grade.

The LEAs are responsible for:

- Validating that the teacher is still working in the same LEA/charter school
- Validating that the teacher is teaching 3rd grade students at least until the bonus is paid
- Paying the teachers in January 2017 for each bonus they are eligible for.

B. Advanced Placement and IB Bonuses

Contact: Sneha Shah Coltrane Sneha.shahcoltrane@dpi.nc.gov

1. Bonus of \$50 for each student who receives a 3 or above in an AP exam or
 2. Bonus of \$50 for each student who receives 4 or above for an IB for Diploma Programme exam.
- Teacher may receive a maximum bonus of \$2,000 per year.

To be eligible the teacher must remain employed teaching advanced courses in the SAME LEA at least until the bonus is paid.

Note: currently Charter school teachers, regional school teachers and NCVPS teachers who are not employed in a LEA are not eligible for the bonus. DPI has requested a modification to the legislation to change this to include all public school teachers.

DPI

- Determined the total number of exams by LEA meeting the score eligibility - based on the College Board and IB reports. This will be in excess of what is required as it does not take in to consideration a maximum bonus of \$2,000 nor the eligibility requirements
- Allotted funds to each LEA based on the total number of exams multiplied by \$50 (plus social security). This is an estimated allotment and should be in excess of what is needed.

The LEAs are responsible for:

- Determining the individual teachers who are eligible
- Validating that the teacher is still working in the same LEA in the current year at least until the bonus is paid
- Validating that the teacher is teaching AP/IB courses in the current year at least until the bonus is paid
- Calculating the bonus amount for each teacher.
- Ensuring the bonus does not exceed \$2,000
- Providing the bonus to eligible NCVPS teachers who are also employed in your LEA, See below for the LEAs affected.
- Paying the teachers for the bonus in January 2017.

Note:

1. IB Theory of Knowledge is not eligible
2. IB-DP tests that are for a courses that span over 1 year and have multiple teachers – both teachers are eligible.

NCVPS Teachers – Select LEAs only

- NCVPS teachers who are employees of a LEA are eligible to receive a bonus.
- The bonus is capped at \$2,000 including any bonus earned in the LEA school.
- DPI provided a list of the NCVPS teachers who teach in a LEA and their bonus award. The file was placed out on the Accountability secure server. Contact your LEA district accountability testing coordinator to retrieve the file.

Only the following 24 LEAs employ teachers who also work at NCVPS and are eligible for the bonus. If your LEA is not on the list, no action is necessary.

010, 190, 230, 260, 290, 310, 340,
360, 410, 422, 510, 550, 600, 630,
650, 680, 681, 710, 740, 760, 780,
810, 900, 920

C. Industry certifications and credentials Bonuses

Contact: JoAnne Honeycutt joanne.honeycutt@dpi.nc.gov

Bonus of \$25 or \$50 for each student taught by a teacher who provided instruction in a course that led to the attainment of an industry certification or credential.

Teacher may receive a maximum bonus of \$2,000 per year.

DPI

- Provided the LEAs with the value of the bonus for each credential/certification (SBE approved the list in December)
- Provided a list of the teachers with the associated credentials/certifications.
- Allotted funds to each LEA based on the total number of credentials/certification multiplied by the appropriate value (plus social security). This is an estimated allotment and should be in excess of what is needed. It does not reduce for teachers who are not eligible as they are not working in the same LEA and approved courses.

The LEAs are responsible for:

- Validating that the teacher is still working in the same LEA in the current year
- Validating that the teacher is teaching courses that leads to approved credentials/certification in the current year
- Ensuring the bonus does not exceed \$2,000
- Paying the teachers for the bonus in January 2017.

Reporting Requirement

DPI anticipates having sufficient data from the expenditure, payroll and testing data to be able to prepare the required reporting

3rd Grade Reading

State Board shall report on the distribution of bonuses by March 1, 2017

State Board shall study the effect of the program on teacher performance and retention and report by March 1, 2018.

AP/IB

Report SBE shall report on the amount of the bonuses awarded for AP and IB separately by March 15 2017 and 2018

SBE shall study the effect of the pilot on advanced course teacher performance and retention by March 15, 2018

CTE Credentials

SBE shall report on the amount of the bonuses awarded by credential and certification by March 15 2017 and 2018

SBE shall study the effect of the pilot on teacher performance and retention by March 15, 2018

Advanced Placement/International Baccalaureate Teacher Bonus

PROGRAM REPORT CODE: 046
UNIFORM CHART OF ACCOUNTS CODE: XXXX-046-XXX
STATUTORY REFERENCE: SL 2016-94

TYPE: Dollars

TERM: July 1, 2016 to June 30, 2018

PURPOSE: A two-year pilot program which provides funding to reward teachers of students successfully achieving in Advanced Placement (AP) and International Baccalaureate (IB) examinations.

ELIGIBILITY: Each LEA is entitled to funding, based on the exam results of their students.

A teacher shall receive a bonus in the amount of fifty dollars (\$50.00) for each student taught by an advanced course teacher who receives the following score:

- a. For AP courses, a score of three or higher on the College Board Advanced Placement Examination.
- b. For IB Diploma Programme courses, a score of four or higher on the International Baccalaureate course examination.

FORMULAS: Each LEA is allotted funds based on the number of AP and IB exams that meet the eligibility, as reported to the DPI from the respective examination board.

SPECIAL PROVISIONS:

1. No teacher shall be awarded a bonus that exceeds two thousand dollars (\$2,000) in any given school year. The bonus awarded to a teacher shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.
2. Bonuses are payable in January 2017 and January 2018, respectively, to qualifying advanced course teachers who remain employed teaching advanced courses in the same LEA at least from the school year the data is collected until the corresponding school year that the bonus is paid.
3. The bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System.
4. Unused funds shall not be used for any purpose other than stipulated in the legislation. Excess funds allotted shall revert to the State.
5. A Student must be enrolled and have attained a grade in the corresponding course for a teacher to be eligible for a bonus associated to the exam result.
6. Teachers employed by a LEA are eligible, including teachers employed by a LEA and teaching advanced classes through NC Virtual Public School (NCVPS).

Industry Certifications and Credentials Teacher Bonus

PROGRAM REPORT CODE: 046
UNIFORM CHART OF ACCOUNTS CODE: XXXX-046-XXX
STATUTORY REFERENCE: SL 2016-94

TYPE: Dollars

TERM: July 1, 2016 to June 30, 2018

PURPOSE: A two-year pilot program which provides funding to reward the performance of teachers who teach students earning approved industry certifications or credentials consistent with G.S. 115C-156.2 and to encourage student learning and improvement.

ELIGIBILITY: Each LEA is entitled to funding to pay teachers bonuses, based on the certifications and credentials earned by their students.
A bonus in the amount of twenty-five dollars (\$25.00) or fifty dollars (\$50.00) for each student taught by a teacher who provided instruction in a course that led to the attainment of an industry certification or credential. The level of bonus is dependent on the value ranking assigned.

FORMULAS: Each LEA is allotted funds based on the number of industry certifications and credentials that meet the eligibility.

SPECIAL PROVISIONS:

1. The Department of Commerce, in consultation with the State Board, shall assign a value ranking for each industry certification and credential based on an equal weighting of academic rigor and employment value.
2. No teacher shall be awarded a bonus that exceeds two thousand dollars (\$2,000) in any given school year. The bonus awarded to a teacher shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.
3. Bonuses are payable in January 2017 and January 2018, respectively, to qualifying teachers who remain employed teaching courses leading to approved certification in the same LEA at least from the school year the data is collected until the corresponding school year that the bonus is paid.
4. The bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System.
5. Unused funds shall not be used for any purpose other than stipulated in the legislation. Excess funds allotted for this purpose shall revert to the State.
6. A Student must be enrolled and have attained a grade in the corresponding course for a teacher to be eligible for a bonus associated to the exam result.

Policy Related to the Collection Method of the LEA Calculation of the Local Per Pupil Share

Background

Session Law 2016-79 (HB242) Section 1.6 modifies G.S. 115C-218-105(d), requiring the local education agencies (LEA) to provide to the State Board of Education the following for each charter school to which it transfers a per pupil share of its local current expense fund.

- (1) The total amount of monies the local school administrative unit has in each of the funds listed in G.S. 115C-426(c).
- (2) The student membership numbers used to calculate the per pupil share of the local current expense fund.
- (3) How the per pupil share of the local current expense fund was calculated.
- (4) Any additional records requested by a charter school from the local school administrative unit in order for the charter school to audit and verify the calculation and transfer of the per pupil share of the local current expense fund.

This information shall be provided to the State Board of Education by November 1 of each year.

The legislation states that the State Board of Education shall adopt a policy to govern the collection of this information.

The State Board shall issue a letter of noncompliance to a local school administrative unit that does not provide the State Board with the information required by this subsection.

Policy

Local Education Agencies (LEA) shall electronically submit the information required in 115C-218-105(d) to the State Board of Education by November 1 of each year.

Failure to meet the November 1 deadline shall result in the issuance of a noncompliance letter from the Department of Public Instruction to the LEA.

LEAs which are noncompliant shall be reported to the State Board of Education.

Approved by the State Board of Education September 2016

**SBE Approved Allocation for LEA Merit Pay per SL 2016-94 Section 36.A1
Allocation by Percent of State Non-Educator Salary Expenditures
2016-17**

				SBE APPROVED
LEA	LEA Name	2016 State Expenditures (\$)	% Exp.	By Expenditures (\$)
010	Alamance-Burlington	16,014,321	1.25%	214,988
020	Alexander County	5,444,915	0.42%	73,096
030	Alleghany County	2,213,110	0.17%	29,710
040	Anson County	4,744,716	0.37%	63,696
050	Ashe County	3,704,813	0.29%	49,736
060	Avery County	2,971,792	0.23%	39,895
070	Beaufort County	6,920,411	0.54%	92,905
080	Bertie County	4,249,311	0.33%	57,046
090	Bladen County	5,450,125	0.42%	73,166
100	Brunswick County	11,750,239	0.91%	157,744
110	Buncombe County	18,515,164	1.44%	248,561
111	Asheville City	3,275,479	0.26%	43,972
120	Burke County	12,794,416	1.00%	171,761
130	Cabarrus County	28,062,024	2.18%	376,725
132	Kannapolis City	3,984,355	0.31%	53,489
140	Caldwell County	9,655,831	0.75%	129,627
150	Camden County	2,807,664	0.22%	37,692
160	Carteret County	5,895,909	0.46%	79,151
170	Caswell County	3,390,977	0.26%	45,523
180	Catawba County	11,841,125	0.92%	158,964
181	Hickory City	3,735,975	0.29%	50,154
182	Newton-Conover	3,084,138	0.24%	41,404
190	Chatham County	6,876,561	0.54%	92,316
200	Cherokee County	3,434,916	0.27%	46,113
210	Edenton/Chowan	3,162,970	0.25%	42,462
220	Clay County	1,996,816	0.16%	26,807
230	Cleveland County	12,314,236	0.96%	165,315
240	Columbus County	7,124,591	0.55%	95,646
241	Whiteville City	2,912,851	0.23%	39,104
250	Craven County	11,311,722	0.88%	151,857
260	Cumberland County	38,745,610	3.02%	520,149
270	Currituck County	4,525,497	0.35%	60,754
280	Dare County	5,326,560	0.41%	71,508

**SBE Approved Allocation for LEA Merit Pay per SL 2016-94 Section 36.A1
Allocation by Percent of State Non-Educator Salary Expenditures
2016-17**

				SBE APPROVED
LEA	LEA Name	2016 State Expenditures (\$)	% Exp.	By Expenditures (\$)
290	Davidson County	16,657,187	1.30%	223,618
291	Lexington City	3,727,271	0.29%	50,038
292	Thomasville City	2,653,903	0.21%	35,628
300	Davie County	5,207,885	0.41%	69,914
310	Duplin County	10,395,476	0.81%	139,556
320	Durham County	34,959,234	2.72%	469,318
330	Edgecombe County	7,095,408	0.55%	95,254
340	Forsyth County	48,205,468	3.75%	647,145
350	Franklin County	7,098,475	0.55%	95,295
360	Gaston County	23,685,272	1.84%	317,968
370	Gates County	2,632,648	0.20%	35,343
380	Graham County	2,031,829	0.16%	27,277
390	Granville County	9,848,161	0.77%	132,209
400	Greene County	4,146,454	0.32%	55,665
410	Guilford County	59,749,756	4.65%	802,123
420	Halifax County	4,154,441	0.32%	55,772
421	Roanoke Rapids City	\$ 3,416,873	0.27%	\$ 45,871
422	Weldon City	1,851,058	0.14%	24,850
430	Harnett County	17,927,952	1.40%	240,678
440	Haywood County	5,742,384	0.45%	77,090
450	Henderson County	10,375,392	0.81%	139,287
460	Hertford County	5,131,514	0.40%	68,889
470	Hoke County	9,866,875	0.77%	132,460
480	Hyde County	1,789,928	0.14%	24,029
490	Iredell-Statesville	14,918,010	1.16%	200,270
491	Mooreville City	4,841,477	0.38%	64,995
500	Jackson County	3,739,191	0.29%	50,198
510	Johnston County	27,149,859	2.11%	364,479
520	Jones County	2,243,739	0.17%	30,122
530	Lee County	8,498,094	0.66%	114,084
540	Lenoir County	8,815,002	0.69%	118,339
550	Lincoln County	8,831,141	0.69%	118,556
560	Macon County	4,444,685	0.35%	59,669

**SBE Approved Allocation for LEA Merit Pay per SL 2016-94 Section 36.A1
Allocation by Percent of State Non-Educator Salary Expenditures
2016-17**

				SBE APPROVED
LEA	LEA Name	2016 State Expenditures (\$)	% Exp.	By Expenditures (\$)
570	Madison County	2,991,672	0.23%	40,162
580	Martin County	4,007,192	0.31%	53,795
590	McDowell County	6,542,007	0.51%	87,825
600	Mecklenburg County	103,170,485	8.03%	1,385,034
610	Mitchell County	2,930,142	0.23%	39,336
620	Montgomery County	5,291,822	0.41%	71,041
630	Moore County	14,206,717	1.11%	190,721
640	Nash-Rocky Mount	15,510,894	1.21%	208,229
650	New Hanover County	24,216,529	1.89%	325,100
660	Northampton County	3,804,169	0.30%	51,070
670	Onslow County	19,117,431	1.49%	256,646
680	Orange County	6,427,855	0.50%	86,292
681	Chapel Hill-Carrboro	7,774,954	0.61%	104,377
690	Pamlico County	2,335,546	0.18%	31,354
700	Pasquotank County	6,390,389	0.50%	85,789
710	Pender County	8,099,909	0.63%	108,739
720	Perquimans County	2,618,095	0.20%	35,147
730	Person County	4,239,301	0.33%	56,911
740	Pitt County	19,065,256	1.48%	255,946
750	Polk County	2,599,307	0.20%	34,895
760	Randolph County	14,760,478	1.15%	198,155
761	Asheboro City	4,493,961	0.35%	60,330
770	Richmond County	9,087,014	0.71%	121,991
780	Robeson County	23,740,014	1.85%	318,703
790	Rockingham County	11,984,516	0.93%	160,889
800	Rowan-Salisbury	17,480,379	1.36%	234,669
810	Rutherford County	9,252,720	0.72%	124,215
820	Sampson County	8,957,597	0.70%	120,253
821	Clinton City	2,992,851	0.23%	40,178
830	Scotland County	6,789,867	0.53%	91,152
840	Stanly County	7,298,773	0.57%	97,984
850	Stokes County	6,286,675	0.49%	84,397
860	Surry County	8,820,400	0.69%	118,411

**SBE Approved Allocation for LEA Merit Pay per SL 2016-94 Section 36.A1
Allocation by Percent of State Non-Educator Salary Expenditures
2016-17**

				SBE APPROVED
LEA	LEA Name	2016 State Expenditures (\$)	% Exp.	By Expenditures (\$)
861	Elkin City	1,443,270	0.11%	19,375
862	Mount Airy City	1,888,685	0.15%	25,355
870	Swain County	2,969,761	0.23%	39,868
880	Transylvania County	3,097,726	0.24%	41,586
890	Tyrrell County	1,602,091	0.12%	21,508
900	Union County	34,373,655	2.68%	461,457
910	Vance County	7,910,534	0.62%	106,197
920	Wake County	\$ 129,317,671	10.07%	\$ 1,736,048
930	Warren County	3,251,129	0.25%	43,645
940	Washington County	2,942,406	0.23%	39,501
950	Watauga County	3,773,166	0.29%	50,654
960	Wayne County	17,848,057	1.39%	239,605
970	Wilkes County	10,171,360	0.79%	136,548
980	Wilson County	11,135,287	0.87%	149,488
990	Yadkin County	6,233,556	0.49%	83,684
995	Yancey County	3,079,739	0.24%	41,345
Total:		\$ 1,284,394,188	100.00%	\$ 17,242,627

Financial Policy on Restart Schools

§ 115C-105.37B, entitled Reform of continually low-performing schools, authorizes the State Board of Education to approve a local board of education's request to reform any school in its LEA which the State Board of Education has identified as one of the continually low-performing schools in North Carolina.

If the State Board of Education approves a local board of education's request to reform a school, the State Board of Education may authorize the local board of education to adopt one of the following models in accordance with State Board of Education requirements:

- (1) Transformation model
- (2) Restart model
- (3) Turnaround model, or
- (4) School closure model.

Restart Model

The State Board of Education authorizes the local board of education to operate the school with the same exemptions from statutes and rules as a charter school authorized under Article 14A of this Chapter, or under the management of an educational management organization that has been selected through a rigorous review process. A school operated under this subdivision remains under the control of the local board of education, and employees assigned to the school are employees of the local school administrative unit with the protections provided by Part 3 of Article 22 of this Chapter

Proposed Policy Language for the Restart School Funding Model

(to be added to Allotment Policy Manual TCS-M-003)

The restart model provides the same exemptions as a charter school and therefore, the following will apply to a LEA that has a State Board of Education approved Restart school.

- DPI will fund the LEA based on the legislated funding formulas and the allotted average daily membership (ADM) of the LEA.
 - The LEA is required to transfer an amount equal to the State average per pupil allocation for the LEA for the ADM of the school into a restricted a program report code (PRC). The average per pupil allocation will exclude transportation, exceptional children (EC), or limited English proficiency (LEP) funds.
 - The ADM will be the school's ADM per the Month 1 Principals Monthly Report.
 - The average per pupil allocation will include the guaranteed expenditures (PRC009), however the LEA shall be allowed to expend for the Restart school in PRC009.
- The LEA is required to ensure that adequate services for exceptional children and limited English proficient students are provided.
- LEA transportation allotment may be used to transport students.
- Other funds shall be provided consistent with charter schools. eg. summer camps etc.

Restrictions on transfers

- Transfer restrictions outlined in the Allotment Policy Manual apply, unless exception noted in this document.
- State position allotments will be converted at the LEA average salary for that position plus benefits.
- Career Technical Education and Exceptional Children funds may be transferred in to the Restart PRC up to the limits set by SBE policy.
- Teacher assistant funding can be transferred in to the restricted Restart PRC with no limit.
- Transfers from PRC 056 transportation are not allowable.
- LEAs are restricted to the required transfer and may not transfer funds in excess of the requirement. Funds in the restricted PRC shall only be used for the Restart school(s).
- LEAs may use funds from other state allocations for the school(s).
- Funds transferred in to the Restart PRC shall not be transferred out

Approved State Board of Education September 2016