

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:

3rd 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