

EXECUTIVE SUMMARY

Title: Legislated One-time Sign-on Bonus for Teachers Paid on Step 0 of the Salary Schedule

Type of Executive Summary:

- Action
- Action on First Reading
- Discussion
- Information

Policy Implications:

- Constitution _____
- General Statute # _____
- SBE Policy # _____
- SBE Policy Amendment
- SBE Policy (New)
- APA # _____
- APA Amendment
- APA (New)
- Other HB 1473 Section 7.1.(i)

Presenter(s): Mr. Philip Price (Associate Superintendent, Financial and Business Services), Mr. Paul LeSieur (Director, School Business Division), and Mrs. Alexis Schauss (Assistant Director, School Business Division)

Description:

House Bill 1473 provides a one-time, lump sum sign-on bonus to teachers paid on Step 0 of the salary schedule for the 2007-2008 school year, payable at the end of the school year. Policy relating to this legislation in the form of a question and answer document will be provided to the local education agencies.

Resources:

General Assembly of North Carolina, Session 2005; HB 1473 Section 7.1.(i)

Input Process:

The State Board of Education will determine the eligibility requirements to receive the bonus.

Stakeholders:

Local Education Agencies, Teachers

Timeline For Action:

This item is being presented for Action on First Reading at the May 2008 SBE meeting so that local education agencies can pay the eligible teachers at the end of the school year.

Recommendations:

The Department recommends that the State Board of Education approve the policy relating to the one-time lump sum sign-on bonus of two hundred fifty dollars (\$250.00).

Audiovisual equipment requested for the presentation:

- Data Projector/Video (Videotape/DVD and/or Computer Data, Internet, Presentations-PowerPoint preferred)
Specify: _____
- Audio Requirements (computer or other, except for PA system which is provided)
Specify: _____
- Document Camera (for transparencies or paper documents – white paper preferred)

 Motion By: _____ Seconded By: _____
 Vote: Yes _____ No _____ Abstain _____
 Approved _____ Disapproved _____ Postponed _____ Revised _____

*Person responsible for SBE agenda materials and SBE policy updates: Doris McCain, 807-3700

\$250 Lump Sum Sign on Bonus for Teachers on Step 0
General Assembly of North Carolina, Session 2005; HB 1473 Section 7.1.(i)
Questions and Answers

“Teachers paid on Step 0 of the salary schedule for the 2007-08 school year shall receive a one-time, lump sum sign on bonus of two hundred fifty dollars (250.00), payable at the end of the year.”

ELIGIBILITY

1. Who is eligible?

All permanent certified teachers and instructional support whose certified salary is on the 0 step.

2. How much of the year does a recipient have to work to receive the bonus?

To be eligible the recipient must have worked the full school year (at least 10 months) and received a full months pay in August and a full months pay in May.

3. Is the bonus pro rated for less than full time or less than 10 months employment?

No, the bonus is “all or nothing”. Teachers and instructional support personnel who are at least 50% employed for 10 months shall receive the \$250.

4. Is there a different amount for eligible personnel based on their education level?

No, all bachelors, masters, advanced and doctorate eligible personnel shall receive the \$250.

5. Does a teacher have to be licensed to receive the bonus?

Yes

FUNDING AND PAYMENT

6. Will the LEAs be allotted the funds for these payments?

No, all bonuses for State paid eligible personnel shall be paid out of PRC 045 a guaranteed allotment. This PRC is audited for appropriate payments.

7. Should federally funded eligible personnel be charged to State PRC 045?

No, the bonus for federal eligible personnel must be paid from the same grant (PRC) from which their salary is paid.

8. Should locally funded eligible personnel be charged to State PRC 045?

No, funding was only provided for the state funded teachers and instructional support personnel.

9. What withholding should be taken from the bonus?

The payment is compensation and therefore retirement, social security and taxes must be withheld.