

Teacher Legislated Performance Bonuses – LEAs and other public schools
Session Law 2017-57
2017-18

I. OVERVIEW

Session Law 2017-57 authorized bonuses for teachers based on test results

- 3rd Grade Teacher Reading Bonus – Read to Achieve (Section 8.8C)
- 4th and 5th Grade Teacher Reading Bonus (Section 8.8D) New in 2017-18
- 4th to 8th Grade Teacher Math Bonus (Section 8.8E) new in 2017-18

Terms

For purposes of this document the following terms are used

“other public schools” include 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 LEA/other public school at least until the bonus is paid. 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 at <http://www.ncpublicschools.org/fbs/allotments/general>

PRC046 – 3rd Grade Reading Bonus

PRC 048 Test Result Bonus
4th & 5th grade reading
4th to 8th grade math

Note: PRC048 is also used for principal, AP/IB and CTE bonuses. Using the correct purpose code is critical for audit and reporting purposes.

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

Bonus funds are allotted in PRC046 and PRC048.

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 these PRCs and not to PRC036/038.

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

Expenditures

It is critical for LEAs and charter schools to code the bonuses in the appropriate purpose- PRC appropriately. Failure to follow the instructions will result in a reversion of funds.

Full chart of accounts is located at <http://www.ncpublicschools.org/fbs/finance/reporting/coa2018>

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

PRC 048 – 4th & 5th Reading AND 4th to 8th Math

Bonus 1-5110-048-180
Social security 1-5110-048-211

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 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 (other public school teachers eg. charter school teachers not eligible)

To be eligible the teacher must remain employed as a teacher in the SAME LEA at least until the bonus is paid. (change from 2016-17 - the teacher's assignment is not relevant and they are not required to be teaching 3rd grade to be qualified)

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 other 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.
- Allot funds to each LEA based on the total teachers who earned a State level bonus- LEAs will determine if the teachers meet the requirement of teaching in the same LEA in the current year.
- Allot funds to each LEA based on 2016-17 allotted ADM for the LEA level bonus. Other public schools are not eligible for the local level bonus.

The LEAs 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 the same other public school at least until the bonus is paid
- Determining the bonus amount for the teachers who are in the top 25% of the LEA.
- Paying the teachers in January 2018 for each bonus they are eligible for.

B. 4th and 5th Grade Teacher Reading Bonus
4th, 5th, 6th, 7th and 8th Grade Teacher Mathematics 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. \$2,150 bonus to top 25% of the teachers in each grade/subject in the State
2. \$2,150 bonus to top 25% of teachers in each in each grade/subject in the LEA (other public school teachers are not eligible per legislation)

To be qualified for the bonus, the eligible teacher must remain employed as a teacher in the SAME LEA at least until the bonus is paid.

DPI will:

- Determine the eligible teachers who are in the top 25% for both the State and the LEA level.
- Provide the names of the teachers eligible in each category to the LEAs and other public schools
See program contact person for questions related to teachers identified
- Allot funds to each LEA and other public school based on the total teachers who earned a State level bonus- LEAs and other public schools shall determine if the teachers meet the requirement of teaching in the current year employment.
- Allot funds to each LEA based on the eligible teachers in the LEA who were listed in the top 25% of the LEA. Other public schools are not eligible for the LEA level bonus.

The LEAs 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 the same other public school at least until the bonus is paid
- Validating that the teacher is teaching students at least until the bonus is paid
- Ensuring that an individual does not exceed the maximum number of bonus per legislation.
- Paying the teachers in January 2018 for each bonus they are qualified for.

III. Questions and Answers

Questions and Answers for 3rd Grade Reading Bonus ONLY

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

The total allotment per teachers for the State level bonus is \$3,623 (bonus + social security)

3 rd grade reading bonus	1-5110-046-180	\$3,365.00
Social security	1-5110-046-211	\$ 257.42

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

Per the legislation, the \$5m appropriation is allocated to the LEAs based on average daily membership.

These funds are to be equally distributed to the qualified teachers in the LEA. A qualified teacher is 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 \$24,000 to the LEA based on the 2016-17 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 are no longer teaching in the LEA at the time the bonus is paid out.
- The amount of the allotment (\$24,000) is divided amongst the 4 qualified teachers.
- The LEA must account for the social security within the \$24,000
- Therefore, in this example,
The bonus would be \$5,573.62 and the social security would be \$426.38.
\$24,000/4 qualified teachers = \$6,000 per qualified teacher for bonus and social security;
\$5,573.62 + \$426.38 = \$6,000

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 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. Last year, there were 2 stages to the State level bonuses- the initial bonus and then we were required to provide a second bonus. Will this happen again?

Yes. The law requires that the \$5m is allocated out in its entirety to all qualified teachers. If a teacher is no longer teaching in the same LEA, the teacher is not qualified and the funds are unspent. The Division of School Business will pull back the funds and reallocate the funds to the teachers who were qualified to receive the funds. This is why it is critical that the accounting for the funds are in accordance with the instructions provided.

Questions and Answers for 4th and 5th Grade Reading Bonus and the 4th through 8th Grade Math Bonus

6. How much is the State level bonus?

The State level bonus amount is \$2,150

7. Correction How much is the LEA level bonus?

The LEA level bonus amount is \$2,150

8. How do we account for these bonuses?

Bonus	1-5110-048-180	\$2,150.00
Social security	1-5110-048-211	\$ 164.47

Questions and Answers for All Bonuses

9. Do the allotments include social security?

Yes.

10. 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 teacher designated as in the top 25% on the lists provided.

11. 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.

12. 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 2 bonuses in each section of the law. The sections of the law are as follows:

Section 8.8C 3rd grade reading

Section 8.8D 4th & 5th grade reading

Section 8.8E 4th to 8th grade Math

A teacher may receive a maximum of 2 bonuses in each section listed above.

Eg.

A teacher may receive a State and LEA 3rd grade reading bonus AND a State and LEA 4th grade reading bonus. (\$3,365 + LEA 3rd grade bonus + 2 x \$2,150)

A teacher may receive a State and LEA 5th grade reading bonus AND a State and LEA 5th grade math bonus. (2 x \$2,150 + 2 x \$2,150)

If a teacher is eligible for 7th grade Math and 8th Grade Math (State and LEA) the teacher may only be paid a maximum of 2 bonuses (2 x \$2,150) as these bonuses are in the same section of the law.

13. Are the following considered “teaching” in 2017-18 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 a temporary part time tutor	No

14. If a teacher retires Jan. 31st 2018, are they eligible for the Bonus that is scheduled to be paid this month?

Yes

15. If the teacher retired 8-1-2017 are they still eligible

No