

Teacher Legislated Performance Bonuses – LEAs and other public schools

Session Law 2017-57, Session Law 2018-5

2019-20 School Year

I. OVERVIEW

This FAQ addresses bonuses for teachers based on EVAAS growth scores for the following:

- 4th and 5th Grade Reading
- 4th to 8th Grade Math

Terms

For purposes of this document the following terms are used:

“other 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](#).

PRC 048 Teacher Performance 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 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 PRC036/038/044.

Failure to follow the 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 048 – 4th & 5th Reading AND 4th to 8th Math

Bonus 1-5110-048-180

Social security 1-5110-048-211

II. Procedure

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. \$2,000 bonus to top 25% of the teachers in each grade/subject in the State.
2. \$2,000 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 Public School unit at least from the school year the data is collected until January 1, 2020.

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 public school unit. See program contact person for questions related to teachers identified.
- Allot funds to each public school unit based on the total eligible teachers who earned a State level bonus – public school unit 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 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 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 other public school at least until January 1, 2020.
- Ensuring that an individual does not exceed the maximum number of bonuses per legislation.
- Paying the teachers in January 2020 for each bonus they are qualified for.

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

1. How much is the State level bonus?

The State level bonus is amount is \$2,000 (plus social security).

2. How much is the LEA level bonus?

The LEA level bonus is amount is \$2,000 (plus social security).

3. How do we account for these bonuses?

Bonus	1-5110-048-180	\$2,000.00
Social security	1-5110-048-211	\$ 153.00

4. Do the allotments include social security?

Yes.

5. 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.

6. 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.

7. 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 A: 4th & 5th grade reading
- Section B: 4th to 8th grade math
- Section C: 3rd grade reading (this bonus is in PRC 046 and is NOT part of this FAQ document)

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

E.g.:

A teacher may receive a State and LEA 3rd grade reading bonus AND a State and LEA 4th grade reading bonus. (STATE + LEA 3rd gr reading bonus) + (2 x \$2,000 4th gr reading bonus)

A teacher may receive a State and LEA 5th grade reading bonus AND a State and LEA 5th grade math bonus. (2 x \$2,000) + (2 x \$2,000) = \$8,000

If a teacher is eligible for bonuses in 7th grade Math (for State and LEA) and 8th Grade Math (for State and LEA), the teacher may only be paid a maximum of 2 bonuses (one \$2,000 for top State and one \$2,000 for top LEA) as these bonuses are in the same section of the law.

8. Are the following considered “teaching” in 2019-20 making the employee 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
Employee is on paid leave of absence	YES
Employee is on unpaid leave of absence extending beyond January 2020	No

9. If an eligible teacher retires January 2, 2020, does this teacher qualify for the bonus that is scheduled to be paid in January?

Yes

10. If the teacher retires January 1, 2020 does this teacher still qualify to receive the bonus paid in January?

No