

Teacher Legislated Bonuses FAQ
Session Law 2020-45, Senate Bill 818, Section 2
2020-21

Overview: This document addresses a one-time, \$ 350 lump sum teacher bonus per SL2020-45 section 2

Legislation: SECTION 2.(a) No later than October 31, 2020, the Department of Public Instruction shall administer a one-time, lump sum bonus of three hundred fifty dollars (\$350.00) to every teacher who, as of October 1, 2020, is employed as a teacher in a qualifying public school unit.

Full legislation Session Law 2020-45, SB 818, Section 2 available at
<https://www.ncleg.gov/BillLookup/2019/S818>

Definitions

Teacher

Teacher includes school based teachers and instructional support personnel

Qualifying public school unit (PSU) per the legislation

PSU includes Local Education Agencies (LEA), Innovative school district, Charter Schools, Lab Schools and Regional Schools

1. What are the basic requirements to be eligible for the bonus?

All school based teachers and instructional support who are employed on October 1, 2020.

2. Are Charter, Lab, Regional and Independent schools required to pay the bonus to their teachers?

3. Yes. The teachers are required to be paid the bonus. Funding was provided on a per pupil share basis in the base allocation. See Section below for these schools.

4. Are teachers paid from non state funds eligible for the bonus If so, are locally funded and federally funded personnel eligible to be paid from state funds?

5. Every teacher is required to be paid regardless of the funding source of their regular salary. The bonus for teachers, whose regular salary is from non state funds, may be paid from State bonus pay PRC.

6. Are central office certified teachers eligible for the bonus?

Only teachers and instructional support who are school based and would normally be required to be paid from the legislated teacher salary schedule are eligible for the bonus. Central office employees who are not required to be paid from that schedule, but the LEA elects to use the salary schedule are not eligible for the bonus from State funds.

7. If an employee is employed after October 1, 2020, do they receive a pro rated bonus?

No.

8. If an employee has an effective retirement day of October 1, are they eligible?

No.

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9. *Are personnel who were NOT employed in fiscal year 2019-20 eligible to receive the bonus?*

Yes, provided they meet the criteria set above and they are employed on October 1, 2020 as a teacher or instructional support personnel.

10. *Are employees on leave without pay on October 1 eligible for the bonus?*

Employees on leave without pay receive the bonus IF they return to pay status without a break in service by October 31st.

11. *What if the employee is on sick leave or some other extended absence?*

Yes, provided they are employed, they receive the bonus.

12. *Are part time employees eligible?*

Yes, part time employees are eligible for the full bonus. The legislation does not require any pro ration, therefore they are eligible to receive \$ 350.

13. *If an employee resigns after October 1, 2020, will they receive the bonus?*

Yes, they will receive the full bonus.

14. *Are the following scenarios considered “teaching” 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 on paid leave of absence	YES
Employee is on unpaid leave of absence extending beyond October 2020	No
Employee is a temporary part time tutor	No
Employee is an OT or PT	No

15. *Are Instructional Support employees paid the bonus (if otherwise qualified)?*

Yes, Psychologists, Counselors, Social Workers, Audiologists and other certified Instructional Support Staff are eligible to receive the bonus if otherwise qualified

PAYMENT AND CODING

16. *How much is the teacher bonus?*

The bonus amount is \$350 + appropriate social security (no retirement).

17. *Is the bonus subject to retirement withholding and matching?*

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No, the bonus is not considered compensation for retirement purposes and is NOT subject to retirement. The bonus is however, subject to social security (social security should be coded with Object Code 211)

18. Is the bonus subject to taxes?

Yes, the bonus is considered income and is subject to applicable taxes.

19. When should the bonus be paid?

The bonus must be paid by October 31, 2020 as a lump sum payment.

20. Where should the expenditures be posted?

LEAs Only

All bonus payments shall be coded **to object code 180** – Bonus Pay (not subject to retirement) and the purpose code used for their regular salary.

- Funding for LEAs is in Fund 1 **PRC 045**. This is an audited guaranteed allotment with the appropriate purpose code.

Other Public School Units

Per the legislation, DPI provided a per pupil share of the funds for the bonus in the base allocation for the following PSUs.

Charter Schools - PRC036

ISD – PRC044

Regional/Lab Schools – PRC038

21. If the employee is split funded between State and local, who pays?

The State fund may be used for all teachers regardless of funding source.

22. Are we required to code the bonus to the school level?

Yes. Uniform Education Reporting System requires that these bonuses are coded to the school level.