

ADVANCED TEACHING ROLES (ATR) PROGRAM GRANT (PRC 0022)

PROGRAM REPORT CODE: 0022

UNIFORM CHART OF ACCOUNTS CODE: XXXX-0022-XXX

STATUTORY REFERENCE: G.S.115C-310
[SL 2018-5, Section 7.9](#)
[SL 2021-180 Section 7.38](#)
[SL 2023-134, Section 7.66 and 7.67](#)
[SL 2024-57 Section 3J.16.](#)

TYPE: Dollars

TERM: July 1 – ~~June-September~~ 30th

PURPOSE: To develop and support highly effective teachers.

ELIGIBILITY: The State Board of Education shall establish a program to develop advanced teaching roles (ATR) and organizational models that link teacher performance and professional growth to salary increases in selected local school administrative units for classroom teachers.

An advanced teaching role must include either (i) teaching an increased number of students or (ii) becoming an ATR team lead that leads one or more teachers and is responsible for the student performance of all students taught by teachers on that lead teacher's team.

FORMULA: A team of NCDPI and external reviewers used the scoring criteria listed in the RFP to rate each proposal.

Funds may be awarded up to but not more than two terms of the program.

~~ATR Supplement Payments:~~

~~LEAs awarded a grant shall receive an allocation for annual salary supplements for teachers in ATR schools in accordance special provision 10 of this section~~

SPECIAL PROVISIONS:

- 1) Allow highly effective classroom teachers to teach an increased number of students by assuming accountability for additional students, by becoming a lead classroom teacher accountable for the student performance of all of the students taught by teachers on that lead classroom teacher's team.
- 2) Enable local school administrative units to provide salary supplements to classroom teachers in advanced teaching roles. Selection of a classroom teacher for an advanced teaching role

and award of related salary supplements shall be made on the basis of demonstrated effectiveness and additional responsibilities.

- 3) Enable local school administrative units to create innovative compensation models that focus on classroom teacher professional growth and measurable improvements in student outcomes.
- 4) Utilize local plans to establish organizational changes related to compensation in order to sustain evidenced-based teaching practices that have the capacity to be replicated throughout the State.

~~5) Pursuant to SL 2020-78, the State Board of Education shall authorize LEAs participating in the program to use any available State funds to provide salary supplements to classroom teachers in an advanced teaching role as long as the LEA complies with policies of the State Board of Education, federal law, and any State programs with specific restrictions on the use of funds, including bonus and grant programs. This budget flexibility is subject to the flexibility limitations identified in G.S. 115C-105.25(b) and in the SBE policy on the "ABC Transfer of Funds".~~

~~6)5)~~ A LEA that received an initial award of State funds of up to three years may apply to the State Board of Education for an award of State funds for a second term of up to three years. An ATR unit shall not be eligible to receive funding for more than two terms.

~~7)6)~~ State funds shall be used for any of the following purposes, as defined by the State Board:

- a) Development of advanced teaching role plans.
- b) Development of professional development courses for teachers in advanced teaching roles that lead to improved student outcomes.
- c) Transition costs associated with designing and implementing advanced teaching role models, including employing staff members or contractors to assist with design and implementation of the plan.
- d) Development of the design and implementation of compensation plans that focus on teacher professional growth and student outcomes and the transition costs associated with designing and implementing new compensation plans, including employing staff members or contractors to assist with design and implementation of the plan.

~~8)7)~~ With the approval of the State Board of Education, Advanced Teaching Roles schools may exceed the maximum class size requirements for kindergarten through third grade during any term of up to three years in which the State funds are awarded to the LEA where the school is located. At the conclusion of the term, any class size flexibility approved for an Advanced Teaching Roles school shall expire.

~~9)8)~~ Funds awarded to an ATR unit shall not revert at the end of each fiscal year and shall remain available until October 1 of the subsequent fiscal year.

~~Advanced Teacher Roles (ATR) Salary Supplements:~~

~~10) LEAs participating in this program may designate up to 15% of the teachers in the ATR roles as "adult leadership teachers" and 5% of the teachers in each ATR role as "classroom excellence teachers". (as defined in GS 115C-310)~~

~~a) Advanced Teacher Role units shall provide salary supplements for those teachers as follows:~~

- ~~i) \$10,000 for adult leadership teachers~~
- ~~ii) \$3,000 for classroom excellence teachers~~

~~A teacher is eligible to receive no more than one annual salary supplement under this program at any time. If State funds are insufficient to cover the full amount of supplement, the State Board of Education and the ATR unit shall disburse any supplement funds pro rata. If funds have been disbursed pro rata, ATR units are encouraged but not required to fund the remainder of the supplement from alternate funding sources.~~

ADVANCED TEACHING ROLES (ATR) SALARY SUPPLEMENTS (PRC 0025)

PROGRAM REPORT CODE: 0025
UNIFORM CHART OF ACCOUNTS CODE: XXXX-0025-XXX
STATUTORY REFERENCE: G.S.115C-310
SL 2018-5, Section 7.9
SL 2021-180 Section 7.38
SL 2023-134, Section 7.66 and 7.67
SL 2024-57 Section 3J.16.

TYPE: Dollars
TERM: July 1 – June 30th
PURPOSE: To develop and support highly effective teachers.
ELIGIBILITY: LEAs participating in the ATR program
FORMULA: LEAs participating in this program may designate up to 15% of the teachers in the ATR roles as “adult leadership teachers” and 5% of the teachers in each ATR role as “classroom excellence teachers” (as defined in GS 115C-310).

To the extent funds are made available to the purpose, teachers serving in an advanced teaching role are eligible to receive salary supplements for those teachers as follows:

- i) \$10,000 for adult leadership teachers
- ii) \$3,000 for classroom excellence teachers

SPECIAL PROVISIONS:

- 1) Pursuant to SL 2020-78, the State Board of Education shall authorize LEAs participating in the program to use any available State funds to provide salary supplements to classroom teachers in an advanced teaching role as long as the LEA complies with policies of the State Board of Education, federal law, and any State programs with specific restrictions on the use of funds, including bonus and grant programs. This budget flexibility is subject to the flexibility limitations identified in G.S. 115C-105.25(b) and in the SBE policy on the “ABC Transfer of Funds”.
- 2) A teacher is eligible to receive no more than one annual salary supplement under this program at any time. If State funds are insufficient to cover the full amount of supplement, the State Board of Education and the ATR unit shall disburse any supplement funds pro rata. If funds have been disbursed pro rata, ATR units are encouraged but not required to fund the remainder of the supplement from alternate funding sources.