

Overview of Bonuses included in SL 2021-180					Updated December 7, 2021				
Section	PRC	Title	Description	Bonus Amount	Eligibility Criteria	Eligible Employee Salary Funding	Estimated Timeline for Allotment to PSUs	Estimated Timeline for Payment to Employee	Notes
7A.3	045	Teacher Bonuses	One-time, lump sum bonus of \$300 to every teacher and instructional support personnel whose salaries are supported from State funds.	\$300	To be eligible, a teacher or instructional support personnel must have been <b>employed by a PSU as of January 1, 2022</b> .	State Funded Personnel Only	January (no later than January 31, 2022)	January (no later than January 31, 2022)	These bonuses are not performance bonuses, but instead are provided in lieu of performance bonuses for the 2021-22 fiscal year.
7A.4	046	AP, IB, AICE, CTE Bonus	For advanced course teachers, for each student taught who received qualifying scores on relevant examinations; For CTE teachers, \$25 or \$50 for each student in a course that led to attainment of industry certification or credential, depending on the CTE Course Value Ranking of the relevant certification or credential.	\$25 -- \$50 per qualifying student taught, not to exceed \$3,500	Teachers are eligible if <b>employed by, or retired between the last day of the most recent school year and January 1, 2022</b> having last held a position at, a qualifying PSU (LEA, charter school, regional schools, ISD, or lab school) or the North Carolina Virtual Public School Program and taught one or more students who received a qualifying score on an advanced course examination or who attained approved industry certifications or credentials.	State Funded Personnel Only	January	January -- February	
7A.5	062	Small County and Low-Wealth Signing Bonus	For fiscal year 2021-2022, a signing bonus program for teachers newly hired for the 2021-22 school year by an LEA that receives either small county supplemental funding (PRC 019) or low-wealth supplemental funding (PRC 031).	\$1,000	Teachers are eligible if <b>hired by a qualifying LEA after July 1, 2021 and were employed by the LEA as of October 1, 2021</b> .  A qualifying LEA is an LEA that receives either small county supplemental funds (PRC 019) or low wealth supplemental funds (PRC 031) during fiscal year 2021-22.	All Funding Sources	January	January -- February	A teacher who receives a signing bonus is ineligible to receive another signing bonus for the same purpose until July 1, 2024 at the earliest. Prohibition is only applicable to signing bonuses.  Signing bonuses must be matched on the basis of \$1.00 in State funds for every one dollar \$1.00 in local funds, up to \$1,000 in State funds.  <b>Federal funds, including ESSER funds, may not be used to meet matching requirement.</b>
7A.7	048	Principal Bonuses	One-time, lump sum bonus of \$1,800 to every principal in a public school unit.	\$1,800	A principal is eligible if <b>employed as a principal in a public school unit as of January 1, 2022</b> and their salary is supported by State funds.	State Funded Personnel Only	January (no later than January 31, 2022)	January (no later than January 31, 2022)	These bonuses are not performance bonuses, but instead are provided in lieu of performance bonuses for the 2021-22 fiscal year.

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39.2	141	State Fiscal Recovery Fund -- Premium Pay Bonus	Provides a \$1,000 bonus for full-time State employees and local education employees, regardless of funding source, and an additional \$500 bonus for employees meeting certain criteria.	Up to \$1,500	All employees of PSUs (LEAs, charter schools, lab schools, regional schools, ISD) <b>employed as of December 1, 2021</b> are eligible for the \$1,000 bonus. PSU employees with annual salaries of \$75,000 (regardless of funding source) are eligible for additional \$500 bonus.	All Funding Sources	No later than January 31, 2022)	No later than January 31, 2022)		
7.27	205	ESSER III -- Teacher Bonuses	Provides a one-time, lump sum bonus of \$1,000 to every qualifying teacher.	\$1,000	Teachers and instructional support personnel are eligible for the bonus if they were <b>employed by a public school unit (LEAs, charter schools, lab schools, regional schools, ISD) as of January 1, 2022</b> and completed one or more trainings between March 12, 2020 and January 1, 2022 that addressed the mitigation of COVID-19 in public schools, learning loss resulting from the COVID-19 pandemic, or virtual instruction needed because of the COVID-19 pandemic.  No teacher or instructional support personnel who will be no longer employed due to resignation, dismissal, reduction in force, death, or retirement, or whose last workday was prior to January 1, 2022 is eligible for the bonus.	State Funded Personnel Only	January (no later than January 31, 2022)	January (no later than January 31, 2022)	Public School Units will need to have an approved application to receive ESSER III funds to be provided as bonuses to employees. DPI will provide information pertaining to the applicatoin process to PSUs as soon as possible.  <b>Failure by a PSU to have an application approved by DPI prior to January 31, 2022 will impact the timeline by which the bonus payment will be available for qualifying teachers within that PSU.</b>	
7.36	N/A	ESSER II Residential School Bonus	One time \$350 bonus for teachers and instructional support personnel employed a school for students with visual and hearing impairments (Residential School).	\$350	Must have been employeeed <b>as of April 1, 2021</b> .	Residential Schools only. All Funding Sources	January -- February	January -- February	Residential Schools will be requested to complete an addendum to existing ESSER II applications to provide list of employees to receive bonuses.	
<b>*Note: None of the bonuses are subject to TSERS</b>										