

TEACHER COMPENSATION GUIDANCE FOR READ TO ACHIEVE SUMMER READING CAMPS
NC SL 2021-8 Part VII
(School Year 2021-22)

Overview

This document is intended to provide guidance regarding requirements for Read to Achieve Summer (RtA/Summer) Reading camps, with a particular focus on teacher compensation requirements, for summer 2022. These requirements were included in Part VII of NC SL 2021-8 and were first in place for summer reading camps conducted in summer 2021. These requirements are separate from the requirements for the Summer Extension Learning Recovery & Enrichment Program (SELREP), which was implemented through NC SL 2021-7, and which was only in force for summer 2021; **there is no requirement that local educational agencies (LEAs) provide SELREP in summer 2022.**

Requirements for Reading Camps

A reading camp is an educational program outside of the instructional calendar provided by an LEA as literacy intervention and must be offered to:

- Any third grade student who does not demonstrate reading proficiency; and
- Any second grade student who demonstrated difficulty with reading development.

LEAs may also offer a reading camp as a literacy intervention for first grade students who demonstrate difficulty with reading development.

However, the parent(s) or guardian(s) of the students offered a reading camp as a literacy intervention shall make the final decision regarding a student's reading camp attendance.

Reading camps must:

- Offer at least 72 hours of reading instruction to yield positive reading outcomes for participants;
- Be taught by compensated, licensed teachers selected based on demonstrated student outcomes in reading or in improvement of difficulties with reading development; and
- Allow volunteer mentors to read with students at times other than during the 72 hours of reading instruction.
- Be provided as outlined in the local school administrative unit's literacy intervention plan.

Teacher Bonus Requirements

Signing Bonus

Per NC SL 2021-8 Section 7.(b), each LEA is required to provide a signing bonus of at least \$1,200 (with total amount to be determined by the local board of education) to any teacher that meets all of the following criteria:

- Is associated with high growth in reading based on EVAAS data;

- Was awarded a reading performance bonus administered by the Department of Public Instruction; and
- Accepts employment to provide instruction during a reading camp.

For FY 2022, a teacher meets the requirement to have received a reading performance bonus from DPI if they have received a reading performance bonus in any previous fiscal year. None of the following bonuses confer eligibility for the reading camp signing bonus -- the \$350 teacher bonus provided to all State-funded teachers in FY 2021, the \$300 teacher bonus provided to all State-funded teachers in FY 2022, or any AP, IB, CTE, or AICE performance bonus.

Any signing bonus provided is not subject to retirement.

Performance Bonus

Per NC SL 2021-8 Section 7.(b), each LEA is required to provide a reading camp performance bonus on a per-student amount to a teacher who provided instruction at a third grade reading camp for each student not demonstrating reading proficiency assigned to that teacher who demonstrated reading proficiency on an alternative assessment at the end of the reading camp.

The performance bonus per-student amount is to be determined by the local board of education, but must be at least \$150 for each student not demonstrating proficiency that demonstrated proficiency at the end of the reading camp.

Any performance bonuses provided is not subject to retirement.

Available Funding Sources for Teacher Bonuses

LEAs may utilize the following funding sources when providing signing or performance bonuses for teachers who are providing instruction during a RtA/Summer Reading Camp:

- Literacy Intervention Funds (PRC 085)
- ESSER I (PRC 163)
- ESSER II (PRC 171)
- ESSER III (PRC 181)
- Local funds

An LEA **may not** use Summer Reading Camp (PRC 016) funds for signing bonuses or performance bonuses for the RtA/Summer Reading Camps. PRC 016 funds may only be used for other costs associated with the provision of the reading camps themselves.

Frequently Asked Questions

1. If my district uses ESSER III funds to support the RtA/Summer Reading Camps (including payment of teacher signing or performance bonuses), would those funds count towards the requirement in the American Rescue Plan Act that 20% of ESSER III funds received by a public school unit be used to address learning loss as a result of the COVID-19 pandemic?

Yes. Because the RtA/Summer Reading Camps reflect supplemental instruction outside the school year targeting students who have demonstrated difficulty with reading development, the use of the funds could be counted towards the 20% learning loss requirement. The use of any ESSER III funds for RtA/Summer reading camps must be included in a district's approved ESSER III plan prior to expenditure.

2. If my district intends to use Literacy Intervention Funds to provide the signing bonus and/or performance bonuses for qualifying teachers, must I include that in my Literacy Intervention Plan?

Yes. LEAs must ensure that their literacy intervention plan includes providing signing bonuses and/or performance bonuses if the district intends to use PRC 085 funds for those purposes. This can be noted in the reading camp portion of the literacy intervention plan under the category "efforts to attract Highly Qualified teachers."

3. Have Literacy Intervention Funds (PRC 085) already been provided to PSUs or will additional funds be allotted to cover signing bonuses and/or performance bonuses for summer reading camp teachers?

The initial Literacy Intervention Funds (PRC 085) allotments were made in early February. Those allotments included funds for Twice Retained Students, LETRS training substitute and stipend payments, and Literacy Intervention Plans. However, DPI's Office of Early Learning has identified additional funding to be provided through PRC 085 to support signing bonuses and performance bonuses for RtA/Summer Reading Camp teachers. These funds will be allotted to LEAs by mid-April using the formula for Literacy Intervention Plans, which is outlined in the Allotment Policy for [Literacy Intervention Funds \(PRC 085\)](#).

4. Our district is concerned about providing a signing bonus to a teacher to provide instruction for a RtA/Summer Reading Camp prior to the completion of the reading camp. If our district plans to use funds from PRC 085 to pay the signing bonuses, can we use FY 2022 PRC 085 funds to make the payments in July?

No. FY 2022 PRC 085 funds will expire on June 30, 2022. As such, a district would not be able to make a signing bonus payment for a teacher in July using those funds. At this point in time, DPI is unable to provide any details on the allotment timeline for FY 2023 PRC 085 funds. If a district wants to pay a signing bonus using FY 2022 PRC 085 funds, the payment must be made no later than June. If a district wants to pay a signing bonus in July, the district will need to utilize other funds to provide the bonus.

5. Our district wants to use PRC 085 funds to provide the performance bonus for teachers providing instruction during RtA/Summer reading camps. Can we use FY 2022 PRC 085 funds to pay the performance bonuses in August or September? Alternatively, can we use PRC 016 funds to pay the performance bonuses in those months?

No. A district could not use FY 2022 PRC 085 funds to pay the performance bonuses in August or September after the conclusion of the RtA/Summer Reading Camps as the funds expire on June 30th. At this time, DPI is unable to provide any details on the allotment timeline for FY 2023 PRC 085 funds. DPI will ensure that information on FY 2023 PRC 085 funds is shared with LEAs as soon as the information becomes available.

While PRC 016 funds do carryover past June 30th, the funds may not be used to pay the performance bonuses for teachers providing instruction at RtA/Summer Reading Camps.

6. Where can I find the PRC 085 Chart of Accounts?

The [Chart of Accounts](#) for PRC 085 has been updated on the NCDPI website as an additional reference.

7. What funding source should use for other costs associated with the RtA/Summer Reading Camps?

LEAs may continue to use PRC 016 funds for costs associated with RtA/Summer Reading Camps, with the exception of the teacher signing and performance bonuses discussed above. LEAs may also use other funds, including local funds and Federal COVID funds, provided such use of the Federal COVID funds is in alignment with an approved grant application.

8. If a district elects to provide a reading camp for first grade students, would a district only need to provide the \$1,200 signing bonus for teachers working with grades 2 and 3?

Any teacher who agrees to provide instruction for a RtA/Summer Reading Camp that meets the criteria outlined above is eligible for the bonus. The grade level of students who receive instruction from that teacher is not one of the criteria.

9. Can districts extend employment for RtA/Summer Reading Camps as we have in every year prior to Summer 2021, or will we be required to issue a separate contract as we were required to do last summer?

The requirement to contract for teachers for summer instructional services was associated with the SELREP program. The SELREP requirements are not currently in place for this summer. As such, a district is no longer required to provide teachers with a separate contract for the purposes of providing instruction at a RtA/Summer Reading Camp.

10. Will FY 2023 PRC 085 funds be allotted on July 1, 2022?

At this time, DPI cannot provide any information on the timing of the allotment of PRC 085 funds for FY 2023. The allotment timeline will depend on the timing of the passage of a State Budget for FY 2023 and any changes that might be included in that budget.

11. Can a charter school use PRC 036 funds to pay the signing and/or performance bonuses for teachers providing instruction at a RtA/Summer Reading Camp if the charter elects to provide such a camp?

The requirements for signing bonuses and performance bonuses associated with the RtA/Summer Reading Camps are only applicable to LEAs. However, a charter may elect to both provide a RtA/Summer Reading Camp and to provide signing and performance bonuses to teachers providing instruction during such camps. A charter school may use PRC 036 funds for these purposes and may use its discretion in determining the amounts to be provided to teachers as signing or performance bonuses.

12. One of the requirements for teacher eligibility for the signing bonus is that a teacher must be associated with high growth in reading based on EVAAS data. How is that requirement to be applied in the current fiscal year?

At the current time, NC DPI is not defining “high growth” for the purposes to evaluating teacher eligibility for the RtA/Summer Reading Camp signing bonuses. Districts are permitted to use local decision making related to determining whether a teacher is associated with “high growth,” which may include “meets expectations” or “exceeds expectations.”

13. If a PSU hires a retired teacher to provide instruction for the RtA/Summer Reading Camp and that teacher received a reading bonus when they were employed full time, is that employee eligible for the Signing Bonus?

Yes. For RtA/Summer Reading Camps conducted during summer 2022, the employee may be eligible to receive the Signing Bonus under the statute if the other criteria are met. However, in future years where Reading Bonuses are provided for eligible teachers, eligibility for the Signing Bonus will be dependent on receiving the bonus in the current year; as such, retired teachers may not be eligible for Signing Bonuses in future years.