

# Teacher Legislated Performance Bonuses – LEAs and other public schools

## Session Law 2017 and Session Law 2018-5

### 2018-19 School Year

#### I. OVERVIEW

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

- 3<sup>rd</sup> Grade Reading
- 4<sup>th</sup> and 5<sup>th</sup> Grade Reading
- 4<sup>th</sup> to 8<sup>th</sup> 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, 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 LEA/other public school at least from the school year the data is collected until January 1, 2019. 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 at [www.ncpublicschools.org/fbs/allotments/general](http://www.ncpublicschools.org/fbs/allotments/general).

**PRC046**      3<sup>rd</sup> Grade Reading Bonus

**PRC 048**      **Test Result Bonus**

4<sup>th</sup> & 5<sup>th</sup> grade reading

4<sup>th</sup> to 8<sup>th</sup> 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 PRC046 and 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.

Failure to follow the instructions may result in the funds being reverted and not available for use.

#### Expenditures

**It is critical for LEAs and charter schools to code the bonuses in the appropriate purpose - PRC appropriately. Failure to follow the instructions will result in a reversion of funds.**

Full chart of accounts is located at [www.ncpublicschools.org/fbs/finance/reporting/coa2019](http://www.ncpublicschools.org/fbs/finance/reporting/coa2019).

The bonus is NOT subject to retirement. It is subject to social security.

Coding is as follows:

PRC 046 – 3<sup>rd</sup> grade reading bonus ONLY

3<sup>rd</sup> grade reading bonus 1-5110-046-180

Social security 1-5110-046-211

PRC 048 – 4<sup>th</sup> & 5<sup>th</sup> Reading AND 4<sup>th</sup> to 8<sup>th</sup> Math

Bonus 1-5110-048-180

Social security 1-5110-048-211

## II. Procedure

### A. 3<sup>rd</sup> Grade Reading Bonus

**Program Contact:** Tom Tomberlin [thomas.tomberlin@dpi.nc.gov](mailto:thomas.tomberlin@dpi.nc.gov)

**Financial Contact:** School Business

This bonus has 2 criteria and is determined based on EVAAS growth scores.

1. \$5m appropriated to pay for bonus to the top 25% of the 3<sup>rd</sup> grade teachers in the State.
2. \$5m appropriated to pay for bonus to the top 25% of 3<sup>rd</sup> grade teachers in each LEA (teachers in other public schools e.g. charter schools are not eligible).

To be qualified the teacher must remain employed as a teacher in the SAME LEA at least until January 1, 2019.

DPI will:

- Determine the eligible teachers who are in the top 25% for both State and LEA bonus.
- Provide the names of the teachers eligible in each category to the LEAs and other public schools See program contact person for questions related to teachers identified.
- Determine the dollar amount of the bonus award for the State level category (this amount changes annually depending on the number of teachers eligible in a specific year).
- Allot funds to each public school unit based on the total eligible teachers who earned a State level bonus- LEAs 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 2017-18 allotted ADM for the LEA level bonus. Other public schools are not eligible for the local level bonus.

The LEAs 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, 2019.
- Determining the bonus amount for the teachers who are in the top 25% of the LEA.
- Paying the teachers in January 2019 for each bonus they are eligible for.

**B. 4<sup>th</sup> and 5<sup>th</sup> Grade Teacher Reading Bonus**

**4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> Grade Teacher Mathematics Bonus**

**Program Contact:** Tom Tomberlin [thomas.tomberlin@dpi.nc.gov](mailto: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 LEA or other public school at least from the school year the data is collected until January 1, 2019.

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 LEAs and other public schools 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 - LEAs 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 LEAs 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, 2019.
- Ensuring that an individual does not exceed the maximum number of bonuses per legislation.
- Paying the teachers in January 2019 for each bonus they are qualified for.

**III. Questions and Answers**

**Questions and Answers for 3<sup>rd</sup> Grade Reading Bonus ONLY**

**1. How much is the State level bonus for 3<sup>rd</sup> grade reading bonus?**

The total allotment per teachers for the State level bonus is \$3,500 (bonus + social security rounded up).

3 <sup>rd</sup> grade reading bonus	1-5110-046-180	\$3,251.00
Social security	1-5110-046-211	\$ 248.70

**2. How much is the LEA level bonus for 3<sup>rd</sup> grade reading bonus?**

This will vary by LEA and each LEA will need to do their own calculation.

Per the legislation, the bonus appropriation is allocated to the LEAs based on allotted 3rd grade average daily membership.

These funds are to be equally distributed to the qualified teachers in the LEA. A qualified teacher is a teacher who is in the top 25% of the LEA AND is teaching in the same LEA in the current year.

Example:

School Business allocates \$18,000 to the LEA based on the 2017-18 allotted ADM.

- DPI identified 6 eligible teachers in the top 25% in the LEA for 3<sup>rd</sup> grade reading.
- The LEA determined that 2 teachers are not qualified to receive the bonus because they were not employed in the LEA until January 1, 2019.
- The amount of the allotment (\$18,000) is divided amongst the 4 qualified teachers up to maximum allowable bonus amount of 3,500 (plus social security).
- The LEA must account for the social security within the \$18,000.

Therefore, in this example,

Total eligible teachers	6
LEA allotment (bonus + social security)	\$18,000
Qualified teachers	4
Bonus + SS per teacher	$\$18,000/4 = \$4,500$
Bonus <sup>(1)</sup> ( $\$4,500/1.0765$ )	\$4,180

<sup>(1)</sup> Maximum bonus is \$3,500 therefore:

Teacher bonus                      \$3,500 + Social Security

DPI will revert any overage above the cap.

**3. What PRC should we use for 3<sup>rd</sup> grade reading bonus?**

All funds are allotted in PRC046 – expenditures must be coded in PRC046 for 3<sup>rd</sup> grade reading. This includes charter schools and lab schools which must also use PRC046.

**4. We have a teacher who earned a 3<sup>rd</sup> grade reading bonus AND a 4<sup>th</sup> grade reading bonus, may we code both the bonuses to PRC046?**

No. It is very important that the 3<sup>rd</sup> grade reading bonuses are separated from the other bonuses and if a teacher earns both a 3<sup>rd</sup> and a 4<sup>th</sup> grade bonus, they MUST be coded in the separate PRCs.

**Questions and Answers for 4<sup>th</sup> and 5<sup>th</sup> Grade Reading Bonus and the 4<sup>th</sup> through 8<sup>th</sup> Grade Math Bonus**

**5. How much is the State level bonus?**

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

**6. How much is the LEA level bonus?**

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

**7. How do we account for these bonuses?**

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

## Questions and Answers for All Bonuses

**8. Do the allotments include social security?**

Yes.

**9. 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.

**10. 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.

**11. 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: 3<sup>rd</sup> grade reading
- Section B: 4<sup>th</sup> & 5<sup>th</sup> grade reading
- Section C: 4<sup>th</sup> to 8<sup>th</sup> grade math

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

E.g.:

A teacher may receive a State and LEA 3<sup>rd</sup> grade reading bonus AND a State and LEA 4<sup>th</sup> grade reading bonus.  $(\$3,500 + \text{LEA } 3^{\text{rd}} \text{ grade bonus}) + (2 \times \$2,000)$

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

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

**12. Are the following considered "teaching" in 2017-18 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 a curriculum specialist	No
Employee is a temporary part time tutor	No

**13. If a teacher retires January 2<sup>nd</sup> 2019, are they eligible for the bonus that is scheduled to be paid this month?**

Yes

**14. If the teacher retired January 1, 2019 are they still eligible?**

No