

DRAFT - Teacher Legislated Bonuses
Session Law 2016-94
2016-17

Session Law 2016-94 authorized 3 bonuses for teachers based on test results.

- 3rd Grade teacher Reading Performance (Section 9.7)
- Advanced Placement and IB Bonuses (Section 8.8)
- Industry certifications and credentials Bonuses (Section 8.9)

Allotments

State Board of Education Allotment policies related to these bonuses are posted on the Allotments site at <http://www.ncpublicschools.org/fbs/allotments/general>

All 3 bonuses will be allotted in to **PRC046 – Test Result Bonus**

Expenditures

Full chart of accounts for PRC046 is located at

<http://www.ncpublicschools.org/fbs/finance/reporting/coa2017>

The bonus is NOT subject to retirement. It is subject to Social Security

Coding is as follows:

3rd grade reading bonus 1-5110-046-180

AP/IB bonus 1-5260-046-180

CTE Credentials 1-5120-046-180

Procedure

A. 3rd Grade teacher Reading Performance

Contact: Tom Tomberlin thomas.tomberlin@dpi.nc.gov

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

1. \$5m appropriated to pay for bonus to top 25% of the 3rd grade teachers in the State
2. \$5m appropriated to pay for bonus to top 25% of 3rd grade teachers in each LEA (charter school teachers not eligible)

To be eligible the teacher must remain employed teaching 3rd grade in the SAME LEA at least until the bonus is paid.

DPI will:

- Determine the teachers who are in the top 25% for both categories 1 and 2 above.
- Provide the names of the teachers eligible in each category to the LEAs.
- Provide a designation next to the teacher's name if they are not working in the same LEA in the 3rdpp of 2017 (based on payroll).
- Provide the dollar amount of the bonus award for the State level category.
- Allot funds to each LEA based on the total teachers on the list- LEAs will determine if the teachers meet the requirement of current year employment.

The LEAs are responsible for:

- Validating that the teacher is still working in the same LEA/charter school
- Validating that the teacher is teaching 3rd grade students at least until the bonus is paid
- Paying the teachers in January 2017 for each bonus they are eligible for.

B. Advanced Placement and IB Bonuses

Contact: Sneha Shah Coltrane Sneha.shahcoltrane@dpi.nc.gov

1. Bonus of \$50 for each student who receives a 3 or above in an AP exam or
 2. Bonus of \$50 for each student who receives 4 or above for an IB for Diploma Programme exam.
- Teacher may receive a maximum bonus of \$2,000 per year.

To be eligible the teacher must remain employed teaching advanced courses in the SAME LEA at least until the bonus is paid.

Note: currently Charter school teachers are not eligible for the bonus. DPI has requested a modification to the legislation to change this- pending.

DPI will

- Determine the total number of exams by LEA meeting the score eligibility - based on the College Board and IB reports.
- Allot funds to each LEA based on the total number of exams multiplied by \$50 (plus social security). This is an estimated allotment and should be in excess of what is needed.

The LEAs are responsible for:

- Determining the individual teachers who are eligible
- Validating that the teacher is still working in the same LEA in the current year
- Validating that the teacher is teaching AP/IB courses in the current year
- Calculating the bonus amount for each teacher.
- Providing the bonus to eligible NCVPS teachers who are also employed in your LEA, per instructions that will be provided by NCVPS.
- Ensuring the bonus does not exceed \$2,000
- Paying the teachers for the bonus in January 2017.

Note:

1. IB Theory of Knowledge is not eligible
2. IB-DP tests that are for a courses that span over 1 year and have multiple teachers – both teachers are eligible.

C. Industry certifications and credentials Bonuses

Contact: JoAnne Honeycutt joanne.honeycutt@dpi.nc.gov

Bonus of \$25 or \$50 for each student taught by a teacher who provided instruction in a course that led to the attainment of an industry certification or credential.

Teacher may receive a maximum bonus of \$2,000 per year.

DPI will

- Provide the LEAs with the value of the bonus for each credential/certification (SBE will approve the list in December or January)
- Provide a list of the teachers with the associated credentials/certifications
- Allot funds to each LEA based on the total number of credentials/certification multiplied by the appropriate value (plus social security). This is an estimated allotment and should be in excess of what is needed.

The LEAs are responsible for:

- Validating that the teacher is still working in the same LEA in the current year
- Validating that the teacher is teaching courses that leads to approved credentials/certification in the current year
- Calculating the bonus amount for each teacher.
- Providing the bonus to NCVPS teachers who are also employed in your LEA, per instructions that will be provided by NCVPS.
- Ensuring the bonus does not exceed \$2,000
- Paying the teachers for the bonus in January 2017.

Reporting Requirement

DPI anticipates having sufficient data from the expenditure, payroll and testing data to be able to prepare the required reporting

3rd Grade Reading

State Board shall report on the distribution of bonuses by March 1, 2017

State Board shall study the effect of the program on teacher performance and retention and report by March 1, 2018.

AP/IB

Report SBE shall report on the amount of the bonuses awarded for AP and IB separately by March 15 2017 and 2018

SBE shall study the effect of the pilot on advanced course teacher performance and retention by March 15, 2018

CTE Credentials

SBE shall report on the amount of the bonuses awarded by credential and certification by March 15 2017 and 2018

SBE shall study the effect of the pilot on teacher performance and retention by March 15, 2018