Pursuant to NC Session Law 2017-57 and Session Law 2018-5, the General Assembly continues the teacher bonus program. Using the 2017-18EVAAS growth data, there are 3 categories of teachers who may qualify for bonuses.

**In your** [**secure shell**](https://www.rep.dpi.state.nc.us/hrsupport/)**, we have placed a spreadsheet with all teachers and whether they qualified. If you do not have access to the HR secure shell, NCDPI will provide the username and password to the Personnel Administrator, Associate Superintendent, or Superintendent listed in** [**EDDIE**](http://apps.schools.nc.gov/eddie)**.**

Each spreadsheet has tabs for each eligible assessment. **These spreadsheets only list qualifying teachers; please consult NCDPI Financial Business Services’** [**documentation**](http://www.dpi.state.nc.us/docs/fbs/budget/bonussummary18-19.pdf) **for determining eligibility for receiving a bonus and bonus amounts.**

|  |  |
| --- | --- |
| Variable Name | Description |
| State\_cut\_score | The qualifying index score for the state bonus for a given grade/subject. All teachers with an index score greater than or equal to this cut score for a given grade/subject qualify for a bonus. |
| State\_bonus | Y= This teacher qualifies for the state bonus for a given grade/subject.  N= This teacher does not qualify for the state bonus for a given grade/subject. |
| LEA\_25 | The total number of teachers in an LEA that represent the top 25% |
| LEA\_index | The qualifying index score for the lea bonus for a given grade/subject. All teachers with an index score greater than or equal to this cut score for a given grade/subject qualify for a bonus.  If this column is blank, your LEA had fewer than 4 eligible teachers |
| Lea\_bonus | Y= This teacher qualifies for the LEA bonus for a given grade/subject.  N= This teacher does not qualify for the LEA bonus for a given grade/subject. |
|  |  |

**Category 1: 3rd Grade Reading Bonus**

* 3rd grade reading teachers who have EVAAS growth in the top 25% of the state and or top 25% of their LEA.
  + 3rd grade reading teachers may receive both bonuses (state and LEA) if they are eligible.
  + The state bonus amount will be determined by dividing the total bonus amount ($5,000,000) by the number of teachers who meet the state cut score in 3rd grade reading.
  + The LEA bonus ($5,000,000) is distributed to districts according to their ADM. The LEA bonus will be determined by dividing the total LEA bonus by the number of teachers who meet the LEA cut score in 3rd grade reading.

**Category 2: 4th and 5th Grade Reading Bonus**

* 4th and 5th grade reading teachers can qualify for a state and/or LEA bonus if they earn EVAAS growth in the top 25% in the state and/or their LEA for 4th and/or 5th grade reading.
  + Teachers can qualify for **no more than 2** bonuses from this category.

**Category 3: 4th through 8th Grade Math Bonus**

* 4th through 8th grade math teacher can qualify for a state and/or LEA bonus if they earn EVAAS growth in the top 25% in the state and/or their LEA for 4th through 8th grade math.
  + Teachers can qualify for **no more than 2** bonuses from this category.

***Bonus Payout:***

A teacher may earn more than 2 bonuses, but no more than 2 bonuses can come from any one category. It is the responsibility of the LEA to determine which bonuses are paid to teachers. If the teacher does not receive the bonus because of exceeding the maximum bonuses allowed for each category, this bonus is forfeit and does not transfer to the next teacher on the list. Teachers may not receive a bonus that are not already indicated on this spreadsheet. The state will determine what if anything will be done with any unpaid bonus dollars.

***Process for determining qualifying teachers:***

To determine who qualifies for each bonus, NCDPI repeated the same process for each eligible grade and subject. SAS provided NCDPI with the growth index for each teacher in the respective grade and subjects.

***State Bonus:***

The cut score for the state bonus for each assessment was determined by taking the total number of potential teachers and dividing that number by four. The index value of the teacher at that number was used as the cut score. All teachers with the same index or higher qualify for the state bonus. If any teacher shared the same index in the indicated grade and subject, he/she automatically qualifies for the bonus (even if the total number of recipients exceeds 25%).

***LEA Bonus:***

To determine the LEA bonus NCDPI determined the number of qualifying teachers at each LEA by taking the total number of potential teachers at each LEA and dividing by 4. The result was the number of qualifying teachers. When the division yielded a partial teacher, we round up for .5 and .75 and rounded down for .25. For example, if an LEA had 6 potential teachers, NCDPI set the number of qualifying teachers at 2 (6/4=1.5 and we rounded up to 2). Next, NCDPI determined the two teachers with the highest growth index in this LEA qualified for the bonus.

\* If a teacher earns an index above a 2.0, but teaches in a district with fewer than 4 teachers for a grade/subject, he/she will qualify for an LEA bonus for that grade/subject.

If you have questions about the growth data used to determine eligibility, please contact educatoreffectiveness@dpi.nc.gov.