



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

**FOURTH AND FIFTH GRADE READING
TEACHER BONUS PROGRAM FOR
2019-2020**

S.L. 2017-57, Section 8.8D

Date Due: March 15, 2020

Report # ----

DPI Chronological Schedule, 2019-2020

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Summary of the Legislation

Appropriations Bill 2017-57 Section 8.8D appropriates \$8,597,476 for bonuses for fourth- and fifth-grade reading teachers based on the Education Value-Added Assessment System (EVAAS) student growth index score for fourth- and fifth-grade reading. The full text of the legislation can be found in the Appendix A.

\$4,298,738 is allotted to pay bonuses to licensed teachers who are in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for fourth- or fifth-grade reading from the previous year. These funds shall be allocated at \$2,000 per qualifying teacher.

\$4,298,738 is allotted to pay bonuses to licensed teachers who are in the top twenty-five percent (25%) of teachers in their respective LEA according to the EVAAS student growth index score for fourth- or fifth-grade reading from the previous year. These funds shall be allocated at \$2,000 per qualifying teacher.

To be eligible the teacher must remain employed teaching in the same local school administrative unit at least from the school year the data is collected until January of the corresponding year the bonus is paid. LEAs are responsible for determining if teachers meet the eligibility requirements.

State Board of Education Policy

The full State Board of Education allotment policy related to this bonus is presented in Appendix B.

Distribution of Funds

The Department of Public Instruction (DPI) distributed the funds for payment by the local educational units in January 2020 based on SBE policy to LEAs and charter schools. The distribution amounts are presented in Appendix C.

State-Level and LEA-Level Bonuses

Bonus recipients in the top 25% of the state (4 th -5 th inclusive):	1,836
The total award per teacher:	\$2,000
Bonus recipients in the top 25% of LEAs (4 th -5 th inclusive):	1,763
The total award per teacher:	\$2,000
 Total funds awarded under program:	 \$7,198,000

The allotment will include the teacher award plus social security. The award is not subject to retirement.

The data of the actual number of teachers who were paid the bonus was preliminary at the time of the report. This report reflects the payments as reported by LEAs and charter schools from January 2020 payroll records. Amounts may change once NCDPI has audited the appropriate fund codes. The Department of Public Instruction will analyze the data in detail and provide further information when the data is available.

Reporting Requirement

The State Board of Education shall study the effect of the program on teacher performance and retention. The State Board shall report the results of its findings.

The State Board of Education shall report on the distribution of statewide bonuses as among local school administrative units, and the distribution of bonuses within local school administration units as among individual schools to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight Committee and the Fiscal Research Division on March 15 of each year.

Distribution of State-Wide Reading Bonuses

The state-wide reading bonuses are awarded to teachers regardless of the district or charter school in which they teach. It is therefore informative to know if there are certain school districts that have unusually high concentrations of teachers in the top twenty-five percent of the state. Understanding the distribution of the awards across the LEAs can help identify instructional strategies, curricula, or other educational practices that promote high growth among students in reading. In Table 1, one can see the top five LEAs in each grade level (with 11 or more teachers in the grade level) with respect to the percentage of teachers who earned a state-wide math bonus.

Table 1. Number and percentage of state-wide reading bonus recipients for the top five LEAs in each grade.

LEA	Number of Teachers in Subject	Number of Teachers Eligible	Percentage of Teachers Eligible for a Bonus
4th Grade Reading			
Montgomery County Schools	10	4	40.0%
Elizabeth City-Pasquotank Public Schools	15	7	46.7%
Pender County Schools	26	11	42.3%
Surry County Schools	29	12	41.4%
Cabarrus County Schools	80	33	41.3%
5th Grade Reading			
McDowell County Schools	11	7	63.6%
Richmond County Schools	13	8	61.5%
Cabarrus County Schools	61	33	54.1%
Dare County Schools	15	8	53.3%
Henderson County Schools	25	12	48.0%

Teacher Retention

One of the articulated goals of the bonus program is the retention of teachers in the subject and/or grade levels. In order to investigate this question, NCDPI examined the rate at which reading teachers from the 2017- 18 school year returned to teaching the same grade of reading in the 2018-19 school year. The retention rates are reported separately for those who were eligible for a bonus in 2018-19 and those who were not eligible for a bonus. In Table 2, one can see the retention rates for bonus recipients and non-recipients.

Table 2. Number of teachers retained and departing from grade-level reading positions from the 2017-18 school year to the 2018-19 school year, by bonus eligible.

Grade Level	Bonus Recipients				Non-Recipients			
	Retained		Departed		Retained		Departed	
	N	%	N	%	N	%	N	%
4 th Grade	867	69.6%	379	30.4%	1,810	57.3%	1,351	42.6%
5 th Grade	750	71.4%	301	28.6%	1,484	57.9%	1,081	42.1%

From the chart, one can determine that teachers who received the reading bonus in the 2017-18 school year remained teaching in the same grade level the following academic year at a higher rate than those who did not receive the bonus. It is not possible, however, to establish a causal link between the bonus and improved retention in the grade-level reading. School administrators may be using EVAAS data to reassign teachers based on their level of effectiveness with reading instruction.

Teacher Effectiveness

Another goal of the reading bonus program is to increase the effectiveness of those teachers who teach elementary and middle school reading. While this analysis cannot establish a causal link between bonuses and teacher effectiveness, it may be informative to examine whether there is any relationship between reading bonuses and differences in teachers' EVAAS from one year to the next. Specifically, one can examine whether teachers who received the bonus in the 2017-18 school year showed improved performance (as measured by EVAAS) in the 2018-19 school year. Table 3 shows the difference in EVAAS scores for teachers in both years, for bonus recipients and non-recipients.

From the chart below, one can see that both groups of teachers (bonus recipients and non-recipients) showed increased growth with their students, on average. Given that teachers in 4th grade reading who did not receive the bonus improved at a greater rate than those who did receive the bonus (and vice versa for 5th grade reading), it is unclear whether the bonuses provide an incentive for increasing teachers' effectiveness.

Table 3. The difference in average EVAAS scores for reading teachers from school 2017-18 to 2018-19 reported by whether the teachers earned a reading bonus or not.

		Average EVAAS 2017-18	Average EVAAS 2018-19	Difference
4th Grade	Bonus	1.30	1.32	0.02
	No Bonus	-0.43	-0.50	0.07***
5th Grade	Bonus	1.36	1.23	0.13***
	No Bonus	-0.46	-0.49	0.03

***indicates statistical significance at the p<0.001 level

Retention and Effectiveness

The reading bonus program is designed to promote teacher effectiveness and retention in NC public schools. Unfortunately, despite the efforts of district and school leaders and state-wide incentives, teachers will leave their current teaching assignments for other opportunities. While some level of attrition is inevitable, if the state incentives can promote retention among more effective teachers, then it can mitigate the effects of teacher attrition on our student populations. To that end, the data in Table 4 shows the differences in average EVAAS scores for those teachers who left teaching their current grade of reading at the end of the 2018-19 school year and those who remained in their assignment. Measuring this difference annually is important to ensuring that the state is successful in retaining its most effective teachers in the mathematics instruction.

Table 4. Differences in EVAAS growth for teachers who remained teaching grade-level reading from the 2017-18 school year to the 2018-19 school year and those who did not remain.

	Remained Teaching Reading		No Longer Teaching Reading		Difference (Remained – No Longer Teaching)
	N	EVAAS	N	EVAAS	
4th Grade	2,677	.12	1,730	-0.12	0.24***
5th Grade	2,234	.13	1,382	-0.16	0.29***

***indicates statistical significance at the p<0.001 level

Legislation
Appendix A

SESSION LAW 2018-5
SENATE BILL 99

REVISE FOURTH AND FIFTH GRADE READING TEACHER BONUS PROGRAM

SECTION 8.11.(a) Section 8.8D of S.L. 2017-57 reads as rewritten:

"FOURTH AND FIFTH GRADE READING TEACHER BONUS PROGRAM FOR 2017-2018

"SECTION 8.8D.(a) It is the intent of the State to reward teacher performance and encourage student learning and improvement. To attain this goal, the Department of Public Instruction shall administer the Fourth and Fifth Grade Reading Teacher Bonus Program (program) ~~for the 2017-2018 fiscal year~~ to qualifying teachers who have an Education Value-Added Assessment System (EVAAS) student growth index score for fourth or fifth grade reading from the previous school year, as follows:

- (1) For purposes of this section, the following definitions shall apply:
 - a. Eligible Teacher. – A teacher who meets one or both of the following criteria:
 1. Is in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for fourth or fifth grade reading from the previous school year.
 2. Is in the top twenty-five percent (25%) of teachers in the teacher's respective local school administrative unit according to the EVAAS student growth index score for fourth or fifth grade reading from the previous school year.
 - b. Qualifying Teacher. – An eligible teacher who remains teaching in the same local school administrative unit or, if the teacher is not employed in a local school administrative unit, remains teaching in the same school at least from the school year the data for the EVAAS student growth index score is collected until January 1 of the school year a bonus provided under this subsection is paid.
- (2) Of the funds appropriated for this program, the Department of Public Instruction shall allocate the sum of ~~four million seven hundred thirty five thousand four hundred sixteen~~ four million two hundred ninety-eight thousand seven hundred thirty-eight dollars ~~(\$4,735,416)-(\$4,298,738)~~ to award a bonus in the amount of two thousand ~~one hundred fifty~~ dollars ~~(\$2,150)-(\$2,000)~~ to each qualifying teacher who is an eligible teacher under sub-sub-subdivision (1)a.1. of this subsection.
- (3) Of the funds appropriated for this program, the Department of Public Instruction shall allocate the sum of ~~four million seven hundred thirty five thousand four hundred sixteen~~ four million two hundred ninety-eight thousand seven hundred thirty-eight dollars ~~(\$4,735,416)-(\$4,298,738)~~ to award a bonus in the amount of two thousand ~~one hundred fifty~~ dollars ~~(\$2,150)-(\$2,000)~~ to each qualifying teacher who is an eligible teacher under sub-sub-subdivision (1)a.2. of this subsection, subject to the following conditions:
 - a. Teachers employed in charter schools, regional schools, and University of North Carolina laboratory schools are not eligible to receive a bonus under this subdivision.
 - b. Any qualifying teacher who taught in a local school administrative unit that employed in the previous school year three or fewer total teachers in the qualifying teacher's grade level shall receive a bonus under this subdivision if that teacher

has an EVAAS student growth index score for fourth or fifth grade reading from the previous school year of exceeded expected growth.

- (4) Bonuses awarded pursuant to subdivisions (2) and (3) of this subsection are payable in January to qualifying teachers based on EVAAS student growth index score data from the previous school year.
- (5) A qualifying teacher may receive a bonus under both subdivisions (2) and (3) of this subsection.
- (6) The bonus or bonuses awarded to a qualifying teacher pursuant to this section shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.
- (7) No teacher shall receive more than two bonuses pursuant to this section.

"SECTION 8.8D.(b) Notwithstanding G.S. 135-1(7a), the bonuses awarded by this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.

"SECTION 8.8D.(c) The State Board of Education shall study the effect of the bonuses awarded pursuant to this section on teacher performance and retention. The State Board shall report the results of its findings, the distribution of statewide bonuses as among local school administrative units, and the distribution of bonuses within local school administrative units as among individual schools to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight Committee, and the Fiscal Research Division by March 15, 2018-15 of each year bonuses are awarded."

SECTION 8.11.(b) This section applies for bonuses awarded in January 2019 and 2020, based on data from the 2017-2018 and 2018-2019 school years, respectively.

**State Board of Education Policy
Appendix B**

TEACHER PERFORMANCE BONUS

STATUTORY REFERENCE: SL 2017-57 Sections 8.8D and 8.8E

TYPE: Dollars

TERM: July 1, 2018 to June 30, 2019

PURPOSE: A program which provides funding to reward fourth and fifth-grade reading teachers and fourth to eighth-grade math teachers with performance based bonuses.

ELIGIBILITY: Each LEA and public school is entitled to funding, based on their teachers Education Value-Added Assessment System (EVAAS) student growth index score for fourth and fifth-grade reading and fourth to eighth-grade math.

FORMULAS: Funds are allotted to pay teachers who are in the top twenty-five percent (25%) of teachers in the state according to the EVAAS student growth index score for fourth and fifth-grade reading or fourth to eighth-grade math from the previous year. These funds shall be allocated at \$2,000 per qualifying teachers.

Funds are allotted to pay bonuses to teachers who are in the top twenty-five percent (25%) of teachers in their respective LEA according to the EVAAS student growth index score for fourth and fifth-grade reading or fourth to eighth grade math from the previous year. These funds shall be allocated at \$2,000 per qualifying teachers.

SPECIAL PROVISIONS:

1. Bonuses are payable in January to qualifying teachers who remain employed in the same LEA at least from the school year the data is collected until the corresponding school year that the bonus is paid.
2. Teachers employed in charter schools, Lab schools and regional schools are only eligible to receive the bonus if they are in the top 25% of teachers in the state. No allocation is made at the charter school, Lab school or regional school level.
3. Any teacher working in a LEA that employs three or fewer third-grade teachers shall

receive a bonus at the LEA level if that teacher has an EVAAS student growth index score in the eligible test from the previous school year that exceeds expected growth.

4. Teachers who qualify may receive bonuses at both the state and LEA level, but no teacher shall receive more than two bonuses.¹
5. The compensation bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System
6. Unused funds shall not be used for any purpose other than stipulated in the legislation. Excess funds allotted shall revert to the state.

¹ NCDPI's interpretation of the law is that a teacher may receive only one state-level bonus or one local bonus per bonus program. In the event that a teacher is eligible for a state or local bonus for multiple grade levels (e.g., 4th and 5th grade reading at the state level), the award is assigned to the highest grade level for which the teacher is eligible.

**Teacher Bonus Distribution by LEA/Charter School
Appendix C**

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 th Grade Bonus Awards	# of 4 th Grade Teachers	% of Teachers Receiving Bonus	# of 5 th Grade Bonus Awards	# of 5 th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 th and 5 th Grade Teachers	% of Teachers Receiving Reading Bonus
010	Alamance-Burlington Schools	\$108,000	16	76	21.1%	5	67	7.5%	21	143	14.7%
020	Alexander County Schools	\$28,000	5	14	35.7%	2	15	13.3%	7	29	24.1%
030	Alleghany County Schools	\$2,000	0	5	0.0%	0	3	0.0%	0	8	0.0%
040	Anson County Schools	\$8,000	2	7	28.6%	1	6	16.7%	3	13	23.1%
050	Ashe County Schools	\$16,000	0	12	0.0%	4	6	66.7%	4	18	22.2%
060	Avery County Schools	\$22,000	2	6	33.3%	5	6	83.3%	7	12	58.3%
070	Beaufort County Schools	\$20,000	3	17	17.6%	1	10	10.0%	4	27	14.8%
080	Bertie County Schools	\$12,000	2	7	28.6%	2	5	40.0%	4	12	33.3%
090	Bladen County Schools	\$10,000	2	10	20.0%	0	5	0.0%	2	15	13.3%
100	Brunswick County Schools	\$0	0	26	0.0%	0	29	0.0%	0	55	0.0%
110	Buncombe County Schools	\$124,000	15	88	17.0%	12	64	18.8%	27	152	17.8%
111	Asheville City Schools	\$28,000	4	18	22.2%	4	9	44.4%	8	27	29.6%
120	Burke County Schools	\$86,000	14	40	35.0%	10	41	24.4%	24	81	29.6%
130	Cabarrus County Schools	\$196,000	33	80	41.3%	33	61	54.1%	66	141	46.8%

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 th Grade Bonus Awards	# of 4 th Grade Teachers	% of Teachers Receiving Bonus	# of 5 th Grade Bonus Awards	# of 5 th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 th and 5 th Grade Teachers	% of Teachers Receiving Reading Bonus
132	Kannapolis City Schools	\$32,000	4	19	21.1%	4	20	20.0%	8	39	20.5%
140	Caldwell County Schools	\$52,000	8	31	25.8%	5	28	17.9%	13	59	22.0%
150	Camden County Schools	\$0	0	3	0.0%	0	3	0.0%	0	6	0.0%
160	Carteret County Public Schools	\$48,000	7	21	33.3%	7	21	33.3%	14	42	33.3%
170	Caswell County Schools	\$10,000	1	11	9.1%	0	9	0.0%	1	20	5.0%
180	Catawba County Schools	\$54,000	8	31	25.8%	8	22	36.4%	16	53	30.2%
181	Hickory City Schools	\$12,000	0	8	0.0%	2	7	28.6%	2	15	13.3%
182	Newton Conover City Schools	\$8,000	1	10	10.0%	1	7	14.3%	2	17	11.8%
190	Chatham County Schools	\$40,000	2	28	7.1%	7	24	29.2%	9	52	17.3%
200	Cherokee County Schools	\$14,000	2	6	33.3%	1	6	16.7%	3	12	25.0%
210	Edenton-Chowan Schools	\$12,000	4	6	66.7%	0	3	0.0%	4	9	44.4%
220	Clay County Schools	\$0	0	2	0.0%	0	3	0.0%	0	5	0.0%
230	Cleveland County Schools	\$64,000	8	45	17.8%	5	33	15.2%	13	78	16.7%
240	Columbus County Schools	\$18,000	3	12	25.0%	1	10	10.0%	4	22	18.2%
241	Whiteville City Schools	\$8,000	2	8	25.0%	0	3	0.0%	2	11	18.2%
250	Craven County Schools	\$68,000	10	45	22.2%	7	42	16.7%	17	87	19.5%
260	Cumberland County Schools	\$236,000	36	172	20.9%	19	119	16.0%	55	291	18.9%

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 th Grade Bonus Awards	# of 4 th Grade Teachers	% of Teachers Receiving Bonus	# of 5 th Grade Bonus Awards	# of 5 th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 th and 5 th Grade Teachers	% of Teachers Receiving Reading Bonus
270	Currituck County Schools	\$20,000	4	6	66.7%	2	8	25.0%	6	14	42.9%
280	Dare County Schools	\$38,000	4	16	25.0%	8	15	53.3%	12	31	38.7%
290	Davidson County Schools	\$62,000	9	38	23.7%	7	24	29.2%	16	62	25.8%
291	Lexington City Schools	\$12,000	0	11	0.0%	2	10	20.0%	2	21	9.5%
292	Thomasville City Schools	\$6,000	0	4	0.0%	1	4	25.0%	1	8	12.5%
295	Innovative School District	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
300	Davie County Schools	\$22,000	3	18	16.7%	1	17	5.9%	4	35	11.4%
310	Duplin County Schools	\$36,000	4	24	16.7%	6	19	31.6%	10	43	23.3%
320	Durham Public Schools	\$162,000	17	102	16.7%	24	82	29.3%	41	184	22.3%
330	Edgecombe County Public Schools	\$22,000	4	15	26.7%	1	10	10.0%	5	25	20.0%
340	Winston Salem / Forsyth County Schools	\$350,000	43	180	23.9%	50	163	30.7%	93	343	27.1%
350	Franklin County Schools	\$30,000	6	16	37.5%	1	16	6.3%	7	32	21.9%
360	Gaston County Schools	\$132,000	7	107	6.5%	16	86	18.6%	23	193	11.9%
370	Gates County Schools	\$10,000	1	3	33.3%	2	3	66.7%	3	6	50.0%
380	Graham County Schools	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
390	Granville County Schools	\$26,000	2	20	10.0%	2	20	10.0%	4	40	10.0%

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 th Grade Bonus Awards	# of 4 th Grade Teachers	% of Teachers Receiving Bonus	# of 5 th Grade Bonus Awards	# of 5 th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 th and 5 th Grade Teachers	% of Teachers Receiving Reading Bonus
400	Greene County Schools	\$10,000	0	7	0.0%	2	7	28.6%	2	14	14.3%
410	Guilford County Schools	\$304,000	40	164	24.4%	37	157	23.6%	77	321	24.0%
420	Halifax County Schools	\$10,000	2	8	25.0%	0	7	0.0%	2	15	13.3%
421	Roanoke Rapids City Schools	\$14,000	2	7	28.6%	2	5	40.0%	4	12	33.3%
422	Weldon City Schools	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
430	Harnett County Schools	\$120,000	14	73	19.2%	20	54	37.0%	34	127	26.8%
440	Haywood County Schools	\$48,000	10	25	40.0%	3	25	12.0%	13	50	26.0%
450	Henderson County Schools	\$80,000	14	34	41.2%	12	25	48.0%	26	59	44.1%
460	Hertford County Schools	\$2,000	0	4	0.0%	0	3	0.0%	0	7	0.0%
470	Hoke County Schools	\$26,000	3	16	18.8%	3	16	18.8%	6	32	18.8%
480	Hyde County Schools	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
490	Iredell-Statesville Schools	\$104,000	10	61	16.4%	17	52	32.7%	27	113	23.9%
491	Mooresville Graded School District	\$18,000	1	11	9.1%	1	10	10.0%	2	21	9.5%
500	Jackson County Public Schools	\$22,000	1	12	8.3%	4	10	40.0%	5	22	22.7%
510	Johnston County Public Schools	\$122,000	11	92	12.0%	10	71	14.1%	21	163	12.9%
520	Jones County Schools	\$4,000	0	4	0.0%	1	4	25.0%	1	8	12.5%
530	Lee County Schools	\$44,000	4	26	15.4%	8	28	28.6%	12	54	22.2%

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 th Grade Bonus Awards	# of 4 th Grade Teachers	% of Teachers Receiving Bonus	# of 5 th Grade Bonus Awards	# of 5 th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 th and 5 th Grade Teachers	% of Teachers Receiving Reading Bonus
540	Lenoir County Public Schools	\$32,000	5	21	23.8%	2	21	9.5%	7	42	16.7%
550	Lincoln County Schools	\$64,000	11	37	29.7%	6	28	21.4%	17	65	26.2%
560	Macon County Schools	\$30,000	7	17	41.2%	2	7	28.6%	9	24	37.5%
570	Madison County Schools	\$18,000	3	8	37.5%	2	8	25.0%	5	16	31.3%
580	Martin County Schools	\$16,000	3	9	33.3%	1	8	12.5%	4	17	23.5%
590	McDowell County Schools	\$40,000	5	22	22.7%	7	11	63.6%	12	33	36.4%
600	Charlotte-Mecklenburg Schools	\$588,000	77	400	19.3%	50	334	15.0%	127	734	17.3%
610	Mitchell County Schools	\$10,000	0	6	0.0%	2	5	40.0%	2	11	18.2%
620	Montgomery County Schools	\$22,000	5	10	50.0%	2	9	22.2%	7	19	36.8%
630	Moore County Schools	\$38,000	3	29	10.3%	5	21	23.8%	8	50	16.0%
640	Nash-Rocky Mount Schools	\$38,000	2	30	6.7%	4	30	13.3%	6	60	10.0%
650	New Hanover County Schools	\$150,000	23	78	29.5%	18	68	26.5%	41	146	28.1%
660	Northampton County Schools	\$0	0	3	0.0%	0	2	0.0%	0	5	0.0%
670	Onslow County Schools	\$146,000	18	74	24.3%	26	58	44.8%	44	132	33.3%
680	Orange County Schools	\$42,000	5	17	29.4%	8	18	44.4%	13	35	37.1%
681	Chapel Hill-Carrboro City Schools	\$68,000	9	38	23.7%	9	26	34.6%	18	64	28.1%

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690	Pamlico County Schools	\$14,000	1	5	20.0%	3	6	50.0%	4	11	36.4%
700	Elizabeth City-Pasquotank Public Schools	\$26,000	7	15	46.7%	0	12	0.0%	7	27	25.9%
710	Pender County Schools	\$70,000	11	26	42.3%	10	27	37.0%	21	53	39.6%
720	Perquimans County Schools	\$8,000	2	3	66.7%	0	3	0.0%	2	6	33.3%
730	Person County Schools	\$26,000	4	16	25.0%	3	14	21.4%	7	30	23.3%
740	Pitt County Schools	\$102,000	15	61	24.6%	12	50	24.0%	27	111	24.3%
750	Polk County Schools	\$12,000	1	8	12.5%	2	5	40.0%	3	13	23.1%
760	Randolph County School System	\$78,000	9	49	18.4%	8	42	19.0%	17	91	18.7%
761	Asheboro City Schools	\$38,000	6	18	33.3%	4	17	23.5%	10	35	28.6%
770	Richmond County Schools	\$32,000	2	11	18.2%	8	13	61.5%	10	24	41.7%
780	Public Schools of Robeson County	\$48,000	5	48	10.4%	1	30	3.3%	6	78	7.7%
790	Rockingham County Schools	\$52,000	8	33	24.2%	5	23	21.7%	13	56	23.2%
800	Rowan-Salisbury Schools	\$82,000	8	60	13.3%	6	63	9.5%	14	123	11.4%
810	Rutherford County Schools	\$36,000	5	26	19.2%	5	12	41.7%	10	38	26.3%
820	Sampson County Schools	\$28,000	4	16	25.0%	4	11	36.4%	8	27	29.6%
821	Clinton City Schools	\$16,000	4	6	66.7%	0	6	0.0%	4	12	33.3%
830	Scotland County Schools	\$10,000	0	13	0.0%	0	9	0.0%	0	22	0.0%

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840	Stanly County Schools	\$26,000	4	14	28.6%	3	13	23.1%	7	27	25.9%
850	Stokes County Schools	\$36,000	3	18	16.7%	6	16	37.5%	9	34	26.5%
860	Surry County Schools	\$54,000	12	29	41.4%	2	22	9.1%	14	51	27.5%
861	Elkin City Schools	\$10,000	2	2	100.0%	2	2	100.0%	4	4	100.0%
862	Mount Airy City Schools	\$6,000	1	6	16.7%	0	2	0.0%	1	8	12.5%
870	Swain County Schools	\$6,000	1	7	14.3%	0	3	0.0%	1	10	10.0%
880	Transylvania County Schools	\$24,000	2	13	15.4%	4	10	40.0%	6	23	26.1%
890	Tyrrell County Schools	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%
900	Union County Public Schools	\$296,000	54	159	34.0%	28	141	19.9%	82	300	27.3%
910	Vance County Schools	\$18,000	1	15	6.7%	2	15	13.3%	3	30	10.0%
920	Wake County Schools	\$1,114,000	183	454	40.3%	90	422	21.3%	273	876	31.2%
930	Warren County Schools	\$4,000	1	6	16.7%	0	5	0.0%	1	11	9.1%
940	Washington County Schools	\$6,000	2	6	33.3%	0	2	0.0%	2	8	25.0%
950	Watauga County Schools	\$26,000	3	18	16.7%	2	13	15.4%	5	31	16.1%
960	Wayne County Public Schools	\$72,000	10	46	21.7%	4	40	10.0%	14	86	16.3%
970	Wilkes County Schools	\$72,000	9	28	32.1%	13	28	46.4%	22	56	39.3%
980	Wilson County Schools	\$46,000	7	36	19.4%	4	21	19.0%	11	57	19.3%
990	Yadkin County Schools	\$22,000	1	11	9.1%	6	9	66.7%	7	20	35.0%

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995	Yancey County Schools	\$6,000	0	6	0.0%	1	6	16.7%	1	12	8.3%

Charters

00A	NC Connections Academy (00A)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
00B	NC Virtual Academy (00B)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
01B	River Mill Academy (01B)	\$4,000	1	3	33.3%	1	3	33.3%	2	6	33.3%
01C	Clover Garden (01C)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
01D	The Hawbridge School (01D)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
06B	Marjorie Williams Academy (06B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
07A	Washington Montessori (07A)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
09B	Emereau: Bladen (09B)	\$4,000	1	3	33.3%	1	3	33.3%	2	6	33.3%
10A	Charter Day School (10A)	\$6,000	2	4	50.0%	1	2	50.0%	3	6	50.0%
10B	South Brunswick Charter (10B)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
11A	Evergreen Community Charter (11A)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
11B	ArtSpace Charter School (11B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%

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11C	IC Imagine (11C)	\$2,000	0	4	0.0%	1	4	25.0%	1	8	12.5%
11D	The Franklin School of Innovation (11D)	\$0	0			0	1	0.0%	0	1	0.0%
11K	Francine Delany New School (11K)	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%
12A	New Dimensions (12A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
13A	Carolina International School (13A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
13B	Cabarrus Charter Academy (13B)	\$0	0	4	0.0%	0	1	0.0%	0	5	0.0%
13C	A.C.E. Academy (13C)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
13D	Concord Lake STEAM Academy (13D)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
16B	Tiller School (16B)	\$2,000	1	1	100.0%	0	1	0.0%	1	2	50.0%
19A	Chatham Charter (19A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
19B	Woods Charter (19B)	\$2,000	1	2	50.0%	0	1	0.0%	1	3	33.3%
19C	Willow Oak Montessori (19C)	\$2,000	0	2	0.0%	1	2	50.0%	1	4	25.0%
20A	The Learning Center (20A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
23A	Pinnacle Classical Academy (23A)	\$4,000	1	5	20.0%	1	2	50.0%	2	7	28.6%
24N	Columbus Charter School (24N)	\$0	0	4	0.0%	0	1	0.0%	0	5	0.0%
26B	Alpha Academy (26B)	\$0	0	1	0.0%	0			0	1	0.0%

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26C	The Capitol Encore Academy (26C)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
27A	Water's Edge Village School (27A)	\$0	0	1	0.0%	0			0	1	0.0%
29A	Davidson Charter Academy: CFA (29A)	\$0	0	3	0.0%	0			0	3	0.0%
32A	Maureen Joy Charter School (32A)	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
32B	Healthy Start Academy (32B)	\$4,000	1	1	100.0%	1	1	100.0%	2	2	100.0%
32C	Carter Community Charter (32C)	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%
32D	Kestrel Heights School (32D)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
32H	Research Triangle Charter (32H)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
32K	Central Park School For Child (32K)	\$2,000	1	4	25.0%	0	2	0.0%	1	6	16.7%
32L	Voyager Academy (32L)	\$8,000	2	3	66.7%	2	2	100.0%	4	5	80.0%
32M	Global Scholars Academy (32M)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
32P	The Institute Development Young Leaders (32P)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
32Q	Reaching All Minds Academy (32Q)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%

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32R	Excelsior Classical Academy (32R)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
32S	KIPP Durham College Preparatory (32S)	\$0	0			0	1	0.0%	0	1	0.0%
33A	North East Carolina Prep (33A)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
34B	Quality Education Academy (34B)	\$0	0			0	1	0.0%	0	1	0.0%
34D	Carter G Woodson School (34D)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
34F	Forsyth Academy (34F)	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
34G	The Arts Based School (34G)	\$4,000	0	3	0.0%	2	3	66.7%	2	6	33.3%
34H	NC Leadership Charter Academy (34H)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
34Z	Appalachian Academy at Middle Fork (34Z)	\$0	0	3	0.0%	0	3	0.0%	0	6	0.0%
35A	Crosscreek Charter School (35A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
35B	Youngsville Academy (35B)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
36B	Piedmont Community Charter School (36B)	\$6,000	2	4	50.0%	1	2	50.0%	3	6	50.0%
36C	Mountain Island Charter School (36C)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%

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39A	Falls Lake Academy (39A)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
41B	Greensboro Academy (41B)	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
41C	Guilford Preparatory Academy (41C)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
41D	Phoenix Academy-Primary, Elem. IB MYP (41D)	\$8,000	2	4	50.0%	2	4	50.0%	4	8	50.0%
41F	Triad Math and Science Academy (41F)	\$2,000	0	1	0.0%	1	2	50.0%	1	3	33.3%
41G	Cornerstone Charter Academy-CFA (41G)	\$2,000	0	3	0.0%	1	1	100.0%	1	4	25.0%
41H	College Prep and Leadership Academy (41H)	\$0	0	4	0.0%	0			0	4	0.0%
41J	Summerfield Charter Academy (41J)	\$6,000	2	3	66.7%	1	1	100.0%	3	4	75.0%
41L	Gate City Charter (41L)	\$0	0	4	0.0%	0	1	0.0%	0	5	0.0%
41N	The Experiential School of Greensboro (41N)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
42A	KIPP Halifax College Prep (42A)	\$0	0			0	1	0.0%	0	1	0.0%
43C	Anderson Creek Academy (43C)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
44A	Shining Rock Classical	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%

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	Academy: CFA (44A)										
45A	The Mountain Community Sch (45A)	\$4,000	1	1	100.0%	1	1	100.0%	2	2	100.0%
45B	FernLeaf Community Charter School (45B)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
49B	American Renaissance School (49B)	\$4,000	1	1	100.0%	1	1	100.0%	2	2	100.0%
49D	Success Institute Charter (49D)	\$0	0			0	1	0.0%	0	1	0.0%
49E	Pine Lake Preparatory (49E)	\$0	0	5	0.0%	0	1	0.0%	0	6	0.0%
49F	Langtree Charter Academy (49F)	\$0	0	8	0.0%	0	4	0.0%	0	12	0.0%
49G	Iredell Charter Academy (49G)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
50A	Summit Charter (50A)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
51A	Neuse Charter School (51A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
51B	Johnston Charter Academy (51B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
54A	Children's Village Academy (54A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
55A	Lincoln Charter School (55A)	\$0	0	3	0.0%	0	2	0.0%	0	5	0.0%
60B	Sugar Creek Charter (60B)	\$4,000	2	4	50.0%	0	2	0.0%	2	6	33.3%
60D	Lake Norman Charter (60D)	\$6,000	2	2	100.0%	1	5	20.0%	3	7	42.9%

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60F	Metrolina Reg Scholars Academy (60F)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
60G	Queen's Grant Community School (60G)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
60I	Community School of Davidson (60I)	\$4,000	1	4	25.0%	1	4	25.0%	2	8	25.0%
60J	Socrates Academy (60J)	\$2,000	0	2	0.0%	1	2	50.0%	1	4	25.0%
60L	KIPP Charlotte (60L)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
60M	Corvian Community School (60M)	\$4,000	2	4	50.0%	0	3	0.0%	2	7	28.6%
60N	Aristotle Preparatory Academy (60N)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
60P	Charlotte Choice Charter (60P)	\$0	0			0	1	0.0%	0	1	0.0%
60Q	Invest Collegiate Transform (60Q)	\$2,000	1	3	33.3%	0	2	0.0%	1	5	20.0%
60S	Bradford Preparatory School (60S)	\$8,000	3	4	75.0%	1	1	100.0%	4	5	80.0%
60Y	Pioneer Springs Community School (60Y)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
61J	Lakeside Charter Academy (61J)	\$2,000	1	1	100.0%	0	1	0.0%	1	2	50.0%
61K	United Community School (61K)	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%
61M	Charlotte Lab School (61M)	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%

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61N	Queen City STEM School (61N)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
61P	VERITAS Community School, CFA (61P)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
61Q	Mallard Creek STEM Academy (61Q)	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
61R	Matthews Charter Academy (61R)	\$2,000	0	3	0.0%	1	1	100.0%	1	4	25.0%
61W	East Voyager Academy of Charlotte (61W)	\$0	0	1	0.0%	0			0	1	0.0%
61X	Mountain Island Day Community Charter (61X)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
63A	The Academy of Moore County (63A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
63B	STARS Charter (63B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
64A	Rocky Mount Preparatory (64A)	\$0	0	2	0.0%	0			0	2	0.0%
65A	Cape Fear Center for Inquiry (65A)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
65B	Wilmington Preparatory Academy (65B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
65C	Douglass Academy (65C)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
65D	Island Montessori Charter School (65D)	\$2,000	0	2	0.0%	1	2	50.0%	1	4	25.0%

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65F	Coastal Preparatory Academy (65F)	\$0	0	3	0.0%	0	2	0.0%	0	5	0.0%
65Z	D.C. Virgo Preparatory Academy (65Z)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
66A	KIPP Gaston College Preparatory (66A)	\$0	0	2	0.0%	0	1	0.0%	0	3	0.0%
67B	Z.E.C.A. School of Arts and Technology (67B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
68A	Eno River Academy (68A)	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%
68C	The Expedition School (68C)	\$2,000	1	4	25.0%	0	1	0.0%	1	5	20.0%
69A	Arapahoe Charter School (69A)	\$2,000	1	2	50.0%	0	2	0.0%	1	4	25.0%
73A	Bethel Hill Charter (73A)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
74B	Ignite Innovation Academy - Pitt (74B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
74C	Winterville Charter Academy (74C)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
74Z	ECU Community School (74Z)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
76A	Uwharrie Charter Academy (76A)	\$0	0	4	0.0%	0	2	0.0%	0	6	0.0%
78B	Southeastern Academy (78B)	\$2,000	1	1	100.0%	0	1	0.0%	1	2	50.0%
79Z	Moss Street Partnership School (79Z)	\$0	0	4	0.0%	0	3	0.0%	0	7	0.0%

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 th Grade Bonus Awards	# of 4 th Grade Teachers	% of Teachers Receiving Bonus	# of 5 th Grade Bonus Awards	# of 5 th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 th and 5 th Grade Teachers	% of Teachers Receiving Reading Bonus
80B	Essie Mae Kiser Foxx Charter (80B)	\$0	0	1	0.0%	0			0	1	0.0%
81A	Thomas Jefferson Class Academy (81A)	\$2,000	0	5	0.0%	1	2	50.0%	1	7	14.3%
81B	Lake Lure Classical Academy (81B)	\$2,000	0	2	0.0%	1	1	100.0%	1	3	33.3%
86T	Millennium Charter Academy (86T)	\$4,000	0	4	0.0%	2	2	100.0%	2	6	33.3%
87A	Mountain Discovery (87A)	\$2,000	0	1	0.0%	1	1	100.0%	1	2	50.0%
88A	Brevard Academy (88A)	\$2,000	0	2	0.0%	1	1	100.0%	1	3	33.3%
90A	Union Academy (90A)	\$2,000	1	4	25.0%	0	2	0.0%	1	6	16.7%
90B	Union Day School (90B)	\$0	0	3	0.0%	0	3	0.0%	0	6	0.0%
90C	Union Prep Academy at Indian Trail (90C)	\$0	0	3	0.0%	0	4	0.0%	0	7	0.0%
91A	Vance Charter School (91A)	\$4,000	1	1	100.0%	1	1	100.0%	2	2	100.0%
91B	Henderson Collegiate (91B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
92B	The Exploris School (92B)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
92D	Magellan Charter (92D)	\$4,000	1	2	50.0%	1	2	50.0%	2	4	50.0%
92E	Sterling Montessori Academy (92E)	\$2,000	0	6	0.0%	1	6	16.7%	1	12	8.3%
92F	Franklin Academy (92F)	\$4,000	2	5	40.0%	0	5	0.0%	2	10	20.0%

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92G	East Wake Academy (92G)	\$4,000	2	2	100.0%	0	1	0.0%	2	3	66.7%
92L	Torchlight Academy (92L)	\$0	0	2	0.0%	0	2	0.0%	0	4	0.0%
92M	PreEminent Charter (92M)	\$6,000	2	3	66.7%	1	1	100.0%	3	4	75.0%
92N	Quest Academy (92N)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
92Q	Hope Charter Leadership Academy (92Q)	\$0	0	1	0.0%	0	2	0.0%	0	3	0.0%
92R	Casa Esperanza Montessori Charter School (92R)	\$0	0	5	0.0%	0	4	0.0%	0	9	0.0%
92S	Endeavor Charter (92S)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
92T	Triangle Math and Science Academy (92T)	\$4,000	1	4	25.0%	1	4	25.0%	2	8	25.0%
92V	Wake Forest Charter Academy (92V)	\$0	0	1	0.0%	0			0	1	0.0%
92W	Cardinal Charter Academy (92W)	\$0	0	3	0.0%	0	3	0.0%	0	6	0.0%
92Y	Envision Science Academy (92Y)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
93A	Haliwa-Saponi Tribal School (93A)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
93J	PAVE Southeast Raleigh Charter (93J)	\$0	0	2	0.0%	0			0	2	0.0%
93M	Peak Charter Academy (93M)	\$2,000	1	2	50.0%	0	3	0.0%	1	5	20.0%

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93N	Pine Springs Prep Academy (93N)	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
93P	Rolesville Charter Academy (93P)	\$0	0	3	0.0%	0	1	0.0%	0	4	0.0%
93R	Raleigh Oak Charter (93R)	\$0	0	1	0.0%	0			0	1	0.0%
95A	Two Rivers Community School (95A)	\$2,000	1	1	100.0%	0	1	0.0%	1	2	50.0%
96C	Dillard Academy (96C)	\$2,000	1	1	100.0%	0	1	0.0%	1	2	50.0%
96F	Wayne Preparatory Academy (96F)	\$2,000	0			1	1	100.0%	1	1	100.0%
97D	Bridges Academy (97D)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
98A	Sallie B Howard School (98A)	\$2,000	0	3	0.0%	1	1	100.0%	1	4	25.0%
98B	Wilson Preparatory Academy (98B)	\$0	0	1	0.0%	0	1	0.0%	0	2	0.0%
LEA Total		\$7,018,000	974	4,065		772	3,412		1,746	7,477	
Charter School Total		\$180,000	47	328		43	239		90	567	
State Total		\$7,198,000	1,021	4,393		815	3,651		1,836	8,044	