



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

Report to the North Carolina General Assembly

Advanced Placement/International Baccalaureate Teacher Bonus Pilot Program

Session Law 2016-94 Section 8.8(d)

Date Due: March 15, 2017

Report # ----60

DPI Chronological Schedule, 2016-2017

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SBE MISSION: The State Board of Education will use its constitutional authority to lead and uphold the system of public education in North Carolina.

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Summary of the Legislation

Appropriations Bill 2016-94 Section 8.8 appropriated \$4,300,000 to pay teachers of Advanced Placement (AP) and International Baccalaureate (IB) students bonuses based on the exam results.

The bonus is based on exams taken in the 2015-16 school year, is specified as \$50 per exam at a grade 3 or above on AP or 4 or above on IB, and has a maximum of \$2,000 per teacher per year. To be eligible the teacher must be teaching advanced courses in the same local education agency (LEA) at least until the bonus is paid in January. The full text of the legislation is provided in Appendix A

State Board of Education Policy

State Board of Education (SBE) approved the allotment policy for the distribution of the funds in their November 2016 meeting. The full policy is presented in Appendix B.

Distribution of Funds

The Department of Public Instruction (DPI) distributed the funds to the LEAs based on the SBE policy. The allocations are available by LEA in Appendix C.

The allocations are an estimate by LEA based on the number of exams eligible for a bonus, as reported by The College Board and International Baccalaureate. These allocations are the maximum that will be paid out and due to the eligibility requirements of the teacher and the cap, it is anticipate that not all the funds will be dispersed.

The data on the number of teachers paid and the amounts paid was not available at the time of this report. Supplemental data will be provided when the data is available.

Reporting Requirement

The State Board shall report on the amount of bonuses awarded to advanced course teachers, including the amount awarded for Advanced Placement courses and the amount awarded for International Baccalaureate Diploma Programme courses, to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, and the Fiscal Research Division by March 15, 2017.

ADVANCED PLACEMENT/INTERNATIONAL BACCALAUREATE TEACHER BONUS PILOT PROGRAM

SECTION 8.8.(a) The State Board of Education shall establish the Advanced Placement/International Baccalaureate Pilot Program (pilot program) to reward advanced course teacher performance and to encourage student learning and improvement. To attain this goal, the Department of Public Instruction shall administer bonus pay for two school years to licensed teachers of advanced courses, beginning with data from the 2015-2016 school year, in accordance with the following:

- (1) A bonus in the amount of fifty dollars (\$50.00) for each student taught by an advanced course teacher in each advanced course who receives the following score:
 - a. For Advanced Placement courses, a score of three or higher on the College Board Advanced Placement Examination.
 - b. For International Baccalaureate Diploma Programme courses, a score of four or higher on the International Baccalaureate course examination.
- (2) No teacher shall be awarded a bonus pursuant to this subsection that exceeds two thousand dollars (\$2,000) in any given school year. The bonus awarded to a teacher pursuant to this subsection shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.
- (3) For advanced course scores collected from the 2015-2016 school year and the 2016-2017 school year, bonuses awarded pursuant to this subsection are payable in January 2017 and January 2018, respectively, to qualifying advanced course teachers who remain employed teaching advanced courses in the same local school administrative unit at least from the school year the data is collected until the corresponding school year that the bonus is paid.

SECTION 8.8.(b) For the purposes of this section, an "advanced course" shall mean an Advanced Placement or International Baccalaureate Diploma Programme course.

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

SECTION 8.8.(d) The State Board of Education shall report on and study the pilot program as follows:

- (1) The State Board shall report on the amount of bonuses awarded to advanced course teachers, including the amount awarded for Advanced Placement courses and the amount awarded for International Baccalaureate Diploma Programme courses, to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, and the Fiscal Research Division by March 15, 2017, and again by March 15, 2018.
- (2) The State Board shall study the effect of the pilot program on advanced course teacher performance and retention. The State Board shall report the results of its findings to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Fiscal Research Division, and the Joint Legislative Education Oversight Committee by March 15, 2018.

SECTION 8.8.(e) For the 2017-2018 fiscal year only, the Director of the Budget shall also include in the base budget, as defined by G.S. 143C-1-1(d)(1c), the amount of nonrecurring funds needed to support the pilot program.

SECTION 8.8.(f) This section expires June 30, 2018.

Advanced Placement/International Baccalaureate Teacher Bonus

PROGRAM REPORT CODE: 046
UNIFORM CHART OF ACCOUNTS CODE: XXXX-046-XXX
STATUTORY REFERENCE: SL 2016-94

TYPE: Dollars

TERM: July 1, 2016 to June 30, 2018

PURPOSE: A two-year pilot program which provides funding to reward teachers of students successfully achieving in Advanced Placement (AP) and International Baccalaureate (IB) examinations.

ELIGIBILITY: Each LEA is entitled to funding, based on the exam results of their students. A teacher shall receive a bonus in the amount of fifty dollars (\$50.00) for each student taught by an advanced course teacher who receives the following score:

- a. For AP courses, a score of three or higher on the College Board Advanced Placement Examination.
- b. For IB Diploma Programme courses, a score of four or higher on the International Baccalaureate course examination.

FORMULAS: Each LEA is allotted funds based on the number of AP and IB exams that meet the eligibility, as reported to the DPI from the respective examination board.

SPECIAL PROVISIONS:

1. No teacher shall be awarded a bonus that exceeds two thousand dollars (\$2,000) in any given school year. The bonus awarded to a teacher shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.
2. Bonuses are payable in January 2017 and January 2018, respectively, to qualifying advanced course teachers who remain employed teaching advanced courses in the same LEA at least from the school year the data is collected until the corresponding school year that the bonus is paid.
3. The bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System.
4. Unused funds shall not be used for any purpose other than stipulated in the legislation. Excess funds allotted shall revert to the State.
5. A Student must be enrolled and have attained a grade in the corresponding course for a teacher to be eligible for a bonus associated to the exam result.
6. Teachers employed by a LEA are eligible, including teachers employed by a LEA and teaching advanced classes through NC Virtual Public School (NCVPS).

ALLOCATIONS BY LOCAL EDUCATION AGENCY

APPENDIX C

unit_code	LEA Name	# of AP Exams	TOTAL AP	# IB Exams	Total IB	Total Allotment
010	Alamance-Burlington Schools	724	\$38,969			\$38,969
020	Alexander County Schools	113	6,082			6,082
030	Alleghany County Schools	5	269			269
040	Anson County Schools	4	215			215
050	Ashe County Schools	113	6,082			6,082
060	Avery County Schools	24	1,292			1,292
070	Beaufort County Schools	75	4,037			4,037
080	Bertie County Schools	-	-			-
090	Bladen County Schools	9	484			484
100	Brunswick County Schools	303	16,309			16,309
110	Buncombe County Schools	1,279	68,842			68,842
111	Asheville City Schools	491	26,428			26,428
120	Burke County Schools	379	20,400			20,400
130	Cabarrus County Schools	1,637	88,112	102	5,490	93,602
132	Kannapolis City Schools	112	6,028			6,028
140	Caldwell County Schools	214	11,519			11,519
150	Camden County Schools	25	1,346			1,346
160	Carteret County Public Schools	339	18,247			18,247
170	Caswell County Schools	20	1,077			1,077
180	Catawba County Schools	475	25,567			25,567
181	Hickory City Schools	97	5,221	63	3,391	8,612
182	Newton Conover City Schools	116	6,244			6,244

unit_code	LEA Name	# of AP Exams	TOTAL AP	# IB Exams	Total IB	Total Allotment
190	Chatham County Schools	355	\$19,108			\$19,108
200	Cherokee County Schools	26	1,399			1,399
210	Edenton-Chowan Schools	18	969			969
220	Clay County Schools	12	646			646
230	Cleveland County Schools	563	30,303			30,303
240	Columbus County Schools	22	1,184			1,184
241	Whiteville City Schools	11	592			592
250	Craven County Schools	199	10,711			10,711
260	Cumberland County Schools	1,085	58,400	86	4,629	63,029
270	Currituck County Schools	78	4,198			4,198
280	Dare County Schools	256	13,779			13,779
290	Davidson County Schools	683	36,762			36,762
291	Lexington City Schools	45	2,422			2,422
292	Thomasville City Schools	15	807			807
300	Davie County Schools	324	17,439			17,439
310	Duplin County Schools	84	4,521			4,521
320	Durham Public Schools	1,665	89,619	46	2,476	92,095
330	Edgecombe County Public School	16	861			861
340	Forsyth County Schools	4,363	234,838	110	5,921	240,759
350	Franklin County Schools	209	11,249			11,249
360	Gaston County Schools	578	31,111	45	2,422	33,533
370	Gates County Schools	19	1,023			1,023

LEA#	LEA Name	# of AP Exams	TOTAL AP	# IB Exams	Total IB	Total Allotment
380	Graham County Schools	12	\$646			\$646
390	Granville County Schools	75	4,037			4,037
400	Greene County Schools	26	1,399			1,399
410	Guilford County Schools	5,612	302,066	1,079	58,077	360,143
420	Halifax County Schools	2	108			108
421	Roanoke Rapids City Schools	66	3,552			3,552
422	Weldon City	-	-			-
430	Harnett County Schools	248	13,349			13,349
440	Haywood County Schools	91	4,898			4,898
450	Henderson County Schools	442	23,791			23,791
460	Hertford County Schools	-	-			-
470	Hoke County Schools	60	3,230			3,230
480	Hyde County Schools	4	215			215
490	Iredell-Statesville Schools	1,031	55,494	303	16,309	71,803
491	Mooresville City Schools	366	19,700			19,700
500	Jackson County Schools	45	2,422			2,422
510	Johnston County Schools	554	29,819	31	1,669	31,488
520	Jones County Schools	4	215			215
530	Lee County Schools	166	8,935			8,935
540	Lenoir County Public Schools	80	4,306	21	1,130	5,436
550	Lincoln County Schools	596	32,080			32,080
560	Macon County Schools	68	3,660			3,660
570	Madison County Schools	34	1,830			1,830

unit_code	LEA Name	# of AP Exams	TOTAL AP	# IB Exams	Total IB	Total Allotment
580	Martin County Schools	4	\$215			\$215
590	McDowell County Schools	38	2,045			2,045
600	Charlotte-Mecklenburg Schools	8,342	449,008	1,132	60,930	509,938
610	Mitchell County Schools	49	2,637			2,637
620	Montgomery County Schools	14	754			754
630	Moore County Schools	992	53,394			53,394
640	Nash-Rocky Mount Schools	102	5,490	101	5,436	10,926
650	New Hanover County Schools	1,590	85,582			85,582
660	Northampton County Schools	5	269			269
670	Onslow County Schools	347	18,677	66	3,552	22,230
680	Orange County Schools	482	25,944	67	3,606	29,550
681	Chapel Hill-Carrboro Schools	2,849	153,347			153,347
690	Pamlico County Schools	23	1,238			1,238
700	Pasquotank County Schools	36	1,938			1,938
710	Pender County Schools	212	11,411			11,411
720	Perquimans County Schools	11	592			592
730	Person County Schools	84	4,521			4,521
740	Pitt County Schools	913	49,142			49,142
750	Polk County Schools	50	2,691			2,691
760	Randolph County Schools	319	17,170			17,170
761	Asheboro City Schools	96	5,167			5,167
770	Richmond County Schools	75	4,037			4,037
780	Robeson County Schools	95	5,113			5,113

unit_code	LEA Name	# of AP Exams	TOTAL AP	# IB Exams	Total IB	Total Allotment
790	Rockingham County Schools	80	\$4,306	71	\$3,822	\$8,128
800	Rowan-Salisbury Schools	429	23,091			23,091
810	Rutherford County Schools	141	7,589			7,589
820	Sampson County Schools	88	4,737			4,737
821	Clinton City Schools	81	4,360			4,360
830	Scotland County Schools	55	2,960			2,960
840	Stanly County Schools	68	3,660			3,660
850	Stokes County Schools	119	6,405			6,405
860	Surry County Schools	189	10,173			10,173
861	Elkin City Schools	74	3,983			3,983
862	Mount Airy City Schools	77	4,145			4,145
870	Swain County Schools	56	3,014			3,014
880	Transylvania County Schools	107	5,759			5,759
890	Tyrrell County Schools	2	108			108
900	Union County Public Schools	2,891	155,608	132	7,105	162,713
910	Vance County Schools	29	1,561			1,561
920	Wake County Schools	13,722	738,587	722	38,862	777,448
930	Warren County Schools	10	538			538
940	Washington County Schools	2	108			108
950	Watauga County Schools	316	17,009			17,009
960	Wayne County Public Schools	132	7,105			7,105
970	Wilkes County Schools	128	6,890			6,890
980	Wilson County Schools	166	8,935	84	4,521	13,456

unit_code	LEA Name	# of AP Exams	TOTAL AP	# IB Exams	Total IB	Total Allotment
990	Yadkin County Schools	55	\$2,960			\$2,960
995	Yancey County Schools	41	2,207			2,207
		62,548	\$3,366,646	4,261	\$229,348	\$3,595,994

Notes

1. Bonus of \$50 for each eligible AP or IB exam.
2. Teacher may receive a maximum bonus of \$2,000 per year.
3. To be eligible the teacher must remain employed teaching advanced courses in the SAME LEA at least until the bonus is paid.
4. Allotment includes social security. Bonus is not subject to retirement.
5. Unused funds are not authorized for any other use.