



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
2018-19**

S.L. 2017-57, Section 8.8D

Date Due: March 15, 2019

Report # ----

DPI Chronological Schedule, 2018-2019

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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 that guarantees every student in this state an opportunity to receive a sound basic education.

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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 2019 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):	1,779
The total award per teacher:	\$2,000
Bonus recipients in the top 25% of LEAs (4 th -5 th inclusive):	1,623
The total award per teacher:	\$2,000
 Total funds awarded under program:	 \$6,970,000

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 2019 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 four 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 Award Recipients	Percentage of Teachers Awarded Bonus
4th Grade Reading			
Bertie County Schools	4	3	75.0%
Sampson County Schools	15	11	73.3%
Clinton City Schools	7	5	71.4%
Mitchell County Schools	5	3	60.0%
Hickory City Schools	9	5	55.6%
5th Grade Reading			
Ashe County Schools	6	6	100.0%
Richmond County Schools	12	8	75.0%
Mitchell County Schools	6	4	66.7%
Roanoke Rapids City Schools	5	3	60.0%
Whiteville City Schools	4	2	50.0%

Of particular note in this table is that all 5th grade reading teachers in Ashe County Schools earned the growth bonus in reading. Gates County Schools also had all of its 5th grade reading teachers earn the state-wide bonus, but given that there were only three teachers in the LEA, they were not included in the table. From the table it is obvious that smaller districts are more likely to have a higher concentration of bonus recipients. One likely reason for this result is that smaller districts are more able to monitor implementation of instructional strategies more closely, thus assuring more uniform results. Regardless of size, it is likely that the LEAs presented in Table 1 are employing instructional strategies that are worthy of examination by other LEAs in the state.

Teacher Retention

One of the articulated goals of the bonus program is the retention of teachers in the LEAs and subject and/or grade levels. In order to investigate this question, NCDPI examined the rate at which reading teachers from the 2016-17 school year returned to teaching the same grade of reading in the 2017-18 school year. The retention rates are reported separately for those who earned a bonus in 2016-17 and those who did not receive 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 2016-17 school year to the 2017-18 school year, by bonus award.

Grade Level	Bonus Recipients				Non-Recipients			
	Retained		Departed		Retained		Departed	
	N	%	N	%	N	%	N	%
4 th Grade	845	67.4	409	32.6	1,867	57.7	1,370	42.3
5 th Grade	737	70.3	312	29.7	1,527	57.7	1,121	42.3

Teachers who earned a reading bonus in the 2016-17 school year, were much more likely to remain teaching the same grade of reading in the same LEA in the 2017-18 school year. On average, retention rates for bonus recipients were 19.2% (68.8% vs. 57.7%) higher than retention rates for teachers who did not receive a bonus in the 2016-17 school year.

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 2016-17 school year showed improved performance (as measured by EVAAS) in the 2017-18 school year. Table 3 shows the difference in EVAAS scores for teachers in both years, for bonus recipients and non-recipients.

Table 3. The difference in average EVAAS scores for reading teachers from school year 2016-17 to 2017-18 reported by whether the teachers earned a math bonus or not.

		Average EVAAS 2016-17	Average EVAAS 2017-18	Difference
4th Grade	Bonus	1.34	0.54	-0.80***
	No Bonus	-0.47	-0.08	0.39***
5th Grade	Bonus	1.35	0.55	-0.80***
	No Bonus	-0.45	-0.04	0.41***

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

From Table 3 one can see that teachers who earned a bonus in the prior year actually have lower EVAAS scores, on average, in the following year. This difference in EVAAS scores may seem problematic, but it should be noted that the average EVAAS scores in the 2017-18 school year are all relatively large. EVAAS is based on the average growth across the state in a given year, so the teachers who received a bonus in the 2016-17 school year are still demonstrating growth that is above average in the 2017-18 school year. What is more interesting, perhaps, is the difference in EVAAS growth scores for those teachers who did not earn a bonus in the prior school year. These teachers demonstrated a commensurate shift in EVAAS scores in the positive direction. It is possible that the difference for both groups (bonus recipients and non-recipients) is due to “regression to the mean” – measurements across time generally tend toward the average. It is possible that teachers who did not receive a bonus in the prior year are looking to their colleagues who did receive a bonus for insights in how to improve their students’ growth in reading. Further monitoring of the bonus programs are warranted to determine if the bonus program, while perhaps not increasing the

effectiveness of the top 25%, is actually improving the effectiveness of the 75% who did not receive a bonus.

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 show the differences in average EVAAS scores for those teachers who left teaching their current grade of reading at the end of the 2016-17 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 2016-17 school year to the 2017-18 school year and those who did not remain.

	Remained Teaching Reading		No Longer Teaching Reading		Difference (Remained – No Longer Teaching)
	N	EVAAS	N	EVAAS	
4 th Grade	2,712	0.11	1,779	-0.12	0.23***
5 th Grade	2,264	0.11	1,433	-0.16	0.27***

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

From these data, one can see that those teachers who choose to remain teaching grade-level reading from one year to the next are, on average, more effective than their colleagues who seek other assignments. While the difference in these two groups cannot be directly attributed to the reading bonus program, the bonus program could be promoting retention among those teachers who are recognized for their high growth with students. Continued monitoring of this, and other, aspects of teacher retention and effectiveness by the State appears to be a prudent course of action.

**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, 2017 to June 30, 2018

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.
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.

Teacher Bonus Distribution by LEA/Charter School
Appendix C

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4th Grade Bonus Awards	# of 4th Grade Teachers	% of Teachers Receiving Bonus	# of 5th Grade Bonus Awards	# of 5th Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4th and 5th Grade Teachers	% of Teachers Receiving Reading Bonus
010	Alamance-Burlington Schools	102000	14	76	18.4%	5	67	7.5%	19	143	13.3%
020	Alexander County Schools	22000	2	17	11.8%	1	13	7.7%	3	30	10.0%
030	Alleghany County Schools	6000	1	6	16.7%	0	3	0.0%	1	9	11.1%
040	Anson County Schools	10000	2	7	28.6%	0	5	0.0%	2	12	16.7%
050	Ashe County Schools	26000	2	12	16.7%	6	6	100.0%	8	18	44.4%
060	Avery County Schools	8000	0	7	0.0%	1	5	20.0%	1	12	8.3%
070	Beaufort County Schools	14000	2	14	14.3%	0	12	0.0%	2	26	7.7%
080	Bertie County Schools	12000	3	4	75.0%	1	4	25.0%	4	8	50.0%
090	Bladen County Schools	26000	6	15	40.0%	1	6	16.7%	7	21	33.3%
100	Brunswick County Schools	66000	6	26	23.1%	12	27	44.4%	18	53	34.0%
110	Buncombe County Schools	158000	29	92	31.5%	14	63	22.2%	43	155	27.7%
111	Asheville City Schools	24000	1	15	6.7%	5	10	50.0%	6	25	24.0%

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
120	Burke County Schools	84000	17	39	43.6%	5	38	13.2%	22	77	28.6%
130	Cabarrus County Schools	90000	8	63	12.7%	14	49	28.6%	22	112	19.6%
132	Kannapolis City Schools	28000	2	19	10.5%	5	20	25.0%	7	39	17.9%
140	Caldwell County Schools	70000	13	35	37.1%	7	27	25.9%	20	62	32.3%
150	Camden County Schools	6000	2	4	50.0%	0	3	0.0%	2	7	28.6%
160	Carteret County Public Schools	44000	5	23	21.7%	5	23	21.7%	10	46	21.7%
170	Caswell County Schools	16000	2	10	20.0%	1	9	11.1%	3	19	15.8%
180	Catawba County Schools	64000	10	35	28.6%	8	23	34.8%	18	58	31.0%
181	Hickory City Schools	18000	5	9	55.6%	1	6	16.7%	6	15	40.0%
182	Newton Conover City Schools	14000	2	7	28.6%	2	6	33.3%	4	13	30.8%
190	Chatham County Schools	44000	8	26	30.8%	3	21	14.3%	11	47	23.4%
200	Cherokee County Schools	16000	2	6	33.3%	2	6	33.3%	4	12	33.3%
210	Edenton-Chowan Schools	10000	2	4	50.0%	2	3	66.7%	4	7	57.1%
220	Clay County Schools	4000	0	2	0.0%	1	2	50.0%	1	4	25.0%

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
230	Cleveland County Schools	58000	7	50	14.0%	2	35	5.7%	9	85	10.6%
240	Columbus County Schools	20000	4	13	30.8%	1	10	10.0%	5	23	21.7%
241	Whiteville City Schools	16000	3	7	42.9%	2	4	50.0%	5	11	45.5%
250	Craven County Schools	84000	9	47	19.1%	11	42	26.2%	20	89	22.5%
260	Cumberland County Schools	288000	52	161	32.3%	26	118	22.0%	78	279	28.0%
270	Currituck County Schools	22000	2	10	20.0%	3	10	30.0%	5	20	25.0%
280	Dare County Schools	30000	0	17	0.0%	7	15	46.7%	7	32	21.9%
290	Davidson County Schools	64000	13	42	31.0%	3	23	13.0%	16	65	24.6%
291	Lexington City Schools	10000	0	13	0.0%	0	9	0.0%	0	22	0.0%
300	Davie County Schools	34000	4	16	25.0%	5	17	29.4%	9	33	27.3%
310	Duplin County Schools	54000	7	26	26.9%	9	22	40.9%	16	48	33.3%
320	Durham Public Schools	156000	14	109	12.8%	25	82	30.5%	39	191	20.4%
330	Edgecombe County Public Schools	14000	2	12	16.7%	1	9	11.1%	3	21	14.3%

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
340	Winston Salem / Forsyth County Schools	308000	41	186	22.0%	34	151	22.5%	75	337	22.3%
350	Franklin County Schools	28000	6	18	33.3%	0	14	0.0%	6	32	18.8%
360	Gaston County Schools	164000	18	104	17.3%	24	96	25.0%	42	200	21.0%
370	Gates County Schools	10000	0	3	0.0%	3	3	100.0%	3	6	50.0%
390	Granville County Schools	28000	3	16	18.8%	4	16	25.0%	7	32	21.9%
400	Greene County Schools	16000	2	10	20.0%	2	8	25.0%	4	18	22.2%
410	Guilford County Schools	316000	36	173	20.8%	47	148	31.8%	83	321	25.9%
420	Halifax County Schools	18000	3	6	50.0%	2	6	33.3%	5	12	41.7%
421	Roanoke Rapids City Schools	18000	3	8	37.5%	3	5	60.0%	6	13	46.2%
430	Harnett County Schools	110000	11	59	18.6%	20	52	38.5%	31	111	27.9%
440	Haywood County Schools	54000	11	24	45.8%	5	25	20.0%	16	49	32.7%
450	Henderson County Schools	54000	5	33	15.2%	9	22	40.9%	14	55	25.5%
460	Hertford County Schools	6000	1	8	12.5%	0	3	0.0%	1	11	9.1%
470	Hoke County Schools	28000	3	17	17.6%	5	15	33.3%	8	32	25.0%

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
490	Iredell-Statesville Schools	86000	8	58	13.8%	10	48	20.8%	18	106	17.0%
491	Mooresville Graded School District	16000	3	10	30.0%	0	11	0.0%	3	21	14.3%
500	Jackson County Public Schools	26000	2	12	16.7%	5	12	41.7%	7	24	29.2%
510	Johnston County Public Schools	92000	6	77	7.8%	7	69	10.1%	13	146	8.9%
520	Jones County Schools	8000	1	4	25.0%	1	4	25.0%	2	8	25.0%
530	Lee County Schools	52000	7	33	21.2%	6	24	25.0%	13	57	22.8%
540	Lenoir County Public Schools	48000	10	25	40.0%	5	19	26.3%	15	44	34.1%
550	Lincoln County Schools	64000	7	37	18.9%	9	31	29.0%	16	68	23.5%
560	Macon County Schools	14000	2	17	11.8%	0	11	0.0%	2	28	7.1%
570	Madison County Schools	14000	1	7	14.3%	2	9	22.2%	3	16	18.8%
580	Martin County Schools	18000	2	10	20.0%	2	8	25.0%	4	18	22.2%
590	McDowell County Schools	42000	7	21	33.3%	6	12	50.0%	13	33	39.4%
600	Charlotte-Mecklenburg Schools	594000	88	408	21.6%	41	339	12.1%	129	747	17.3%

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
610	Mitchell County Schools	20000	3	5	60.0%	4	6	66.7%	7	11	63.6%
620	Montgomery County Schools	30000	5	14	35.7%	3	12	25.0%	8	26	30.8%
630	Moore County Schools	48000	6	27	22.2%	7	19	36.8%	13	46	28.3%
640	Nash-Rocky Mount Schools	48000	7	32	21.9%	4	33	12.1%	11	65	16.9%
650	New Hanover County Schools	134000	18	76	23.7%	15	74	20.3%	33	150	22.0%
660	Northampton County Schools	2000	1	5	20.0%	0	2	0.0%	1	7	14.3%
670	Onslow County Schools	104000	15	72	20.8%	9	61	14.8%	24	133	18.0%
680	Orange County Schools	44000	3	20	15.0%	8	22	36.4%	11	42	26.2%
681	Chapel Hill-Carrboro City Schools	74000	13	41	31.7%	7	33	21.2%	20	74	27.0%
700	Elizabeth City-Pasquotank Public Schools	24000	4	16	25.0%	1	10	10.0%	5	26	19.2%
710	Pender County Schools	44000	5	26	19.2%	6	23	26.1%	11	49	22.4%
720	Perquimans County Schools	2000	1	3	33.3%	0	2	0.0%	1	5	20.0%
730	Person County Schools	36000	7	18	38.9%	3	17	17.6%	10	35	28.6%

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740	Pitt County Schools	106000	13	61	21.3%	16	46	34.8%	29	107	27.1%
750	Polk County Schools	12000	3	9	33.3%	1	5	20.0%	4	14	28.6%
760	Randolph County School System	98000	17	56	30.4%	9	44	20.5%	26	100	26.0%
761	Asheboro City Schools	36000	4	18	22.2%	4	20	20.0%	8	38	21.1%
770	Richmond County Schools	36000	4	12	33.3%	8	12	66.7%	12	24	50.0%
780	Public Schools of Robeson County	94000	15	61	24.6%	9	32	28.1%	24	93	25.8%
790	Rockingham County Schools	84000	18	38	47.4%	8	30	26.7%	26	68	38.2%
800	Rowan-Salisbury Schools	98000	9	62	14.5%	12	57	21.1%	21	119	17.6%
810	Rutherford County Schools	26000	1	23	4.3%	3	12	25.0%	4	35	11.4%
820	Sampson County Schools	48000	11	15	73.3%	6	15	40.0%	17	30	56.7%
821	Clinton City Schools	16000	5	7	71.4%	0	4	0.0%	5	11	45.5%
830	Scotland County Schools	14000	1	11	9.1%	0	11	0.0%	1	22	4.5%
840	Stanly County Schools	16000	0	15	0.0%	3	13	23.1%	3	28	10.7%
850	Stokes County Schools	34000	0	20	0.0%	7	18	38.9%	7	38	18.4%

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860	Surry County Schools	52000	5	29	17.2%	7	28	25.0%	12	57	21.1%
861	Elkin City Schools	2000	0	2	0.0%	1	2	50.0%	1	4	25.0%
870	Swain County Schools	8000	1	7	14.3%	1	3	33.3%	2	10	20.0%
880	Transylvania County Schools	16000	1	12	8.3%	2	11	18.2%	3	23	13.0%
890	Tyrrell County Schools	2000	1	2	50.0%	0	1	0.0%	1	3	33.3%
900	Union County Public Schools	286000	38	154	24.7%	40	149	26.8%	78	303	25.7%
910	Vance County Schools	22000	4	15	26.7%	2	10	20.0%	6	25	24.0%
920	Wake County Schools	730000	100	444	22.5%	75	393	19.1%	175	837	20.9%
930	Warren County Schools	16000	3	6	50.0%	2	5	40.0%	5	11	45.5%
940	Washington County Schools	10000	2	7	28.6%	0	5	0.0%	2	12	16.7%
950	Watauga County Schools	26000	5	16	31.3%	1	12	8.3%	6	28	21.4%
960	Wayne County Public Schools	58000	11	50	22.0%	2	30	6.7%	13	80	16.2%
970	Wilkes County Schools	96000	17	37	45.9%	14	31	45.2%	31	68	45.6%
980	Wilson County Schools	54000	7	37	18.9%	5	23	21.7%	12	60	20.0%

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990	Yadkin County Schools	20000	3	10	30.0%	2	9	22.2%	5	19	26.3%
995	Yancey County Schools	14000	1	9	11.1%	2	7	28.6%	3	16	18.8%

Charter Schools

01B	River Mill Academy	4000	0			2			2		
01C	Clover Garden	2000	0			1			1		
10A	Charter Day School	8000	2			2			4		
10B	South Brunswick Charter	2000	1			0			1		
11A	Evergreen Community Charter	2000	0			1			1		
11B	ArtSpace Charter School	2000	0			1			1		
11C	IC Imagine	6000	2			1			3		
11D	The Franklin School of Innovation	2000	0			1			1		
19B	Woods Charter	4000	1			1			2		
23A	Pinnacle Classical Academy	2000	1			0			1		
24N	Columbus Charter School	2000	0			1			1		
26C	The Capitol Encore Academy	4000	0			2			2		

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32B	Healthy Start Academy	2000	0			1			1		
32K	Central Park School For Child	2000	1			0			1		
32L	Voyager Academy	4000	1			1			2		
32Q	Reaching All Minds Academy	2000	0			1			1		
33A	North East Carolina Prep	4000	1			1			2		
34D	Carter G Woodson School	2000	0			1			1		
34F	Forsyth Academy	2000	1			0			1		
34G	The Arts Based School	6000	1			2			3		
34H	NC Leadership Charter Academy	2000	1			0			1		
35A	Crosscreek Charter School	2000	0			1			1		
36B	Piedmont Community Charter School	4000	1			1			2		
36C	Mountain Island Charter School	4000	0			2			2		
39A	Falls Lake Academy	4000	2			0			2		
41B	Greensboro Academy	4000	2			0			2		

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41C	Guilford Preparatory Academy	2000	1			0			1		
41D	Phoenix Academy-Primary, Elem. IB MYP	6000	0			3			3		
41G	Cornerstone Charter Academy-CFA	2000	1			0			1		
41J	Summerfield Charter Academy	4000	2			0			2		
41L	Gate City Charter	2000	0			1			1		
45B	Fern Leaf Community Charter School	2000	1			0			1		
49B	American Renaissance School	2000	0			1			1		
49E	Pine Lake Preparatory	2000	1			0			1		
50A	Summit Charter	2000	1			0			1		
60B	Sugar Creek Charter	4000	1			1			2		
60M	Corvian Community School	2000	0			1			1		
60Q	Invest Collegiate Transform	2000	1			0			1		

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60S	Bradford Preparatory School	2000	1			0			1		
63A	The Academy of Moore County	2000	0			1			1		
63B	STARS Charter	2000	1			0			1		
68C	The Expedition School	6000	2			1			3		
73A	Bethel Hill Charter	2000	0			1			1		
78B	Southeastern Academy	4000	1			1			2		
86T	Millennium Charter Academy	2000	0			1			1		
90A	Union Academy	2000	1			0			1		
91B	Henderson Collegiate	2000	0			1			1		
92D	Magellan Charter	2000	1			0			1		
92E	Sterling Montessori Academy	4000	0			2			2		
92G	East Wake Academy	2000	1			0			1		
92M	PreEminent Charter	4000	1			1			2		
92S	Endeavor Charter	2000	0			1			1		
93A	Haliwa-Saponi Tribal School	2000	1			0			1		
96C	Dillard Academy	6000	2			1			3		

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96F	Wayne Preparatory Academy	2000	0			1			1		
98B	Wilson Preparatory Academy	2000	1			0			1		
LEA Total		6,804,000	938	4080	27.3%	758	3366	27.4%	1696	7446	27.6%
Charter School Total		166,000	40			43			83		
State Total		6,970,000	978			801					