



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

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# **Report to the North Carolina General Assembly**

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**FOURTH AND FIFTH GRADE READING  
TEACHER BONUS PROGRAM FOR  
2018-19**

*S.L. 2017-57, Section 8.8D*

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**Date Due: March 15, 2019**

Report # ----

DPI Chronological Schedule, 2018-2019

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SBE VISION: Every public school student will graduate ready for post-secondary education and work, prepared to be a globally engaged and productive citizen through access to needed resources and rigor.

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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## NC DEPARTMENT OF PUBLIC INSTRUCTION

**Mark Johnson, State Superintendent :: 301 N. Wilmington Street :: Raleigh, North Carolina 27601-2825**

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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 <sup>th</sup> -5 <sup>th</sup> inclusive):	1,779
The total award per teacher:	\$2,000
Bonus recipients in the top 25% of LEAs (4 <sup>th</sup> -5 <sup>th</sup> 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
<b>4<sup>th</sup> Grade Reading</b>			
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%
<b>5<sup>th</sup> Grade Reading</b>			
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 5<sup>th</sup> grade reading teachers in Ashe County Schools earned the growth bonus in reading. Gates County Schools also had all of its 5<sup>th</sup> 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 <sup>th</sup> Grade	845	67.4	409	32.6	1,867	57.7	1,370	42.3
5 <sup>th</sup> 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
<b>4<sup>th</sup> Grade</b>	Bonus	1.34	0.54	-0.80***
	No Bonus	-0.47	-0.08	0.39***
<b>5<sup>th</sup> Grade</b>	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.*

	<b>Remained Teaching Reading</b>		<b>No Longer Teaching Reading</b>		<b>Difference (Remained – No Longer Teaching)</b>
	N	EVAAS	N	EVAAS	
<b>4<sup>th</sup> Grade</b>	2,712	0.11	1,779	-0.12	0.23***
<b>5<sup>th</sup> Grade</b>	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**

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

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

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

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



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

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

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

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<b>860</b>	Surry County Schools	52000	5	29	17.2%	7	28	25.0%	12	57	21.1%
<b>861</b>	Elkin City Schools	2000	0	2	0.0%	1	2	50.0%	1	4	25.0%
<b>870</b>	Swain County Schools	8000	1	7	14.3%	1	3	33.3%	2	10	20.0%
<b>880</b>	Transylvania County Schools	16000	1	12	8.3%	2	11	18.2%	3	23	13.0%
<b>890</b>	Tyrrell County Schools	2000	1	2	50.0%	0	1	0.0%	1	3	33.3%
<b>900</b>	Union County Public Schools	286000	38	154	24.7%	40	149	26.8%	78	303	25.7%
<b>910</b>	Vance County Schools	22000	4	15	26.7%	2	10	20.0%	6	25	24.0%
<b>920</b>	Wake County Schools	730000	100	444	22.5%	75	393	19.1%	175	837	20.9%
<b>930</b>	Warren County Schools	16000	3	6	50.0%	2	5	40.0%	5	11	45.5%
<b>940</b>	Washington County Schools	10000	2	7	28.6%	0	5	0.0%	2	12	16.7%
<b>950</b>	Watauga County Schools	26000	5	16	31.3%	1	12	8.3%	6	28	21.4%
<b>960</b>	Wayne County Public Schools	58000	11	50	22.0%	2	30	6.7%	13	80	16.2%
<b>970</b>	Wilkes County Schools	96000	17	37	45.9%	14	31	45.2%	31	68	45.6%
<b>980</b>	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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<b>32B</b>	Healthy Start Academy	2000	0			1			1		
<b>32K</b>	Central Park School For Child	2000	1			0			1		
<b>32L</b>	Voyager Academy	4000	1			1			2		
<b>32Q</b>	Reaching All Minds Academy	2000	0			1			1		
<b>33A</b>	North East Carolina Prep	4000	1			1			2		
<b>34D</b>	Carter G Woodson School	2000	0			1			1		
<b>34F</b>	Forsyth Academy	2000	1			0			1		
<b>34G</b>	The Arts Based School	6000	1			2			3		
<b>34H</b>	NC Leadership Charter Academy	2000	1			0			1		
<b>35A</b>	Crosscreek Charter School	2000	0			1			1		
<b>36B</b>	Piedmont Community Charter School	4000	1			1			2		
<b>36C</b>	Mountain Island Charter School	4000	0			2			2		
<b>39A</b>	Falls Lake Academy	4000	2			0			2		
<b>41B</b>	Greensboro Academy	4000	2			0			2		

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

LEA	LEA Name	Total Bonus Funds (State and Local)	# of 4 <sup>th</sup> Grade Bonus Awards	# of 4 <sup>th</sup> Grade Teachers	% of Teachers Receiving Bonus	# of 5 <sup>th</sup> Grade Bonus Awards	# of 5 <sup>th</sup> Grade Teachers	% of Teachers Receiving Bonus	# of Teachers Receiving Reading Bonus	# of 4 <sup>th</sup> and 5 <sup>th</sup> Grade Teachers	% of Teachers Receiving Reading Bonus
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		
<b>LEA Total</b>		<b>6,804,000</b>	<b>938</b>	<b>4080</b>	<b>27.3%</b>	<b>758</b>	<b>3366</b>	<b>27.4%</b>	<b>1696</b>	<b>7446</b>	<b>27.6%</b>
<b>Charter School Total</b>		<b>166,000</b>	<b>40</b>			<b>43</b>			<b>83</b>		
<b>State Total</b>		<b>6,970,000</b>	<b>978</b>			<b>801</b>					