



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

Report to the North Carolina General Assembly

Third Grade Read to Achieve Teacher Bonus
Program for 2018-2019

Session Law 2017-57 (SB257)

Sections 8.8.C.(c), 9.7(c)

Date Due: March 15, 2020

Report #83 and #84

DPI Chronological Schedule, 2019-2020

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION: Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION: The mission of the North Carolina State Board of Education is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

ERIC DAVIS

Chair: Charlotte – At-Large

JILL CAMNITZ

Greenville – Northeast Region

TODD CHASTEEN

Blowing Rock – Northwest Region

ALAN DUNCAN

Vice Chair: Greensboro – Piedmont-Triad Region

REGINALD KENAN

Rose Hill – Southeast Region

DONNA TIPTON-ROGERS

Brasstown – Western Region

DAN FOREST

Lieutenant Governor: Raleigh – Ex Officio

AMY WHITE

Garner – North Central Region

J WENDELL HALL

Ahoskie – At-Large

DALE FOLWELL

State Treasurer: Raleigh – Ex Officio

OLIVIA OXENDINE

Lumberton – Sandhills Region

J.B. BUXTON

Raleigh – At-Large

MARK JOHNSON

Secretary to the Board: Raleigh

JAMES FORD

Charlotte – Southwest Region

NC DEPARTMENT OF PUBLIC INSTRUCTION

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

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints regarding discrimination issues should be directed to:

Joe Maimone, Chief of Staff

6307 Mail Service Center, Raleigh, NC 27699-6307 / Phone: (919) 807-3431 / Fax: (919) 807-3445

Visit us on the Web: www.ncpublicschools.org

Summary of the Legislation

Appropriations Bill 2016-94 Section 9.7 appropriates \$10,000,000 for bonuses for third-grade reading teachers based on the Education Value-Added Assessment System (EVAAS) student growth index score for third-grade reading. The full text of the legislation can be found in Appendix A.

According to the EVAAS student growth index score for third- grade reading from the previous year, \$5,000,000 is allotted based on bonuses to licensed third-grade teachers who are in the top twenty-five percent (25%) of teachers in the State. These funds shall be allocated equally among qualifying teachers.

According to the EVAAS student growth index score for third-grade reading from the previous year, \$5,000,000 is allotted to pay bonuses to licensed third-grade teachers who are in the top twenty-five percent (25%) of teachers in their respective LEA. The funds shall be split proportionally based on average daily membership for each local school administrative unit and then distributed equally among qualifying teachers in each LEA.

The State-level bonus is calculated based on the total number of teachers eligible and the funds are distributed equally to the teachers.

The LEA-level bonus is first allocated to each LEA based on the average daily membership. These funds are then divided by the number of eligible teachers in the LEA. This results in a different bonus amount by LEA.

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 the corresponding school year that 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 in January 2020 based on SBE policy to LEAs and charter schools. The distribution amounts are presented in Appendix C.

State-Level Bonus

The total number of teachers in the top 25%: 1,401

The total award per teacher: \$3,315

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

Total number of eligible teachers who qualified to receive the bonus: 1,263 (90.1%)

Total number of eligible teachers who did not qualify to receive the bonus: 138 (9.9%)

LEA-Level Bonus

The total number of teachers in the top 25% of their LEA: 1,316
The average award: \$3,414

The total number of eligible teachers who qualified for the LEA bonus: 1,199 (91.1%)
The total number of eligible teachers who did not qualify for the LEA bonus: 117 (8.9%)

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

The bonus is awarded based on average daily membership and then divided among eligible teachers.
The LEA Bonus was capped at \$3,500 for the 2018-19 school year.

Reporting Requirement

SECTION 8.8C.(c) SBE shall study the *effect of the bonuses awarded* pursuant to this section and Section 9.7 of SL 2016-94, as amended by Section 8.8B of this act, on teacher performance and retention. SBE shall report the results of its findings, the distribution of statewide bonuses as among LEAs, and the distribution of bonuses within LEAs as among individual schools to the Pres. Pro Tempore, the Speaker, JLEOC, and FRD by March 15, 2019. "SECTION 8.8C.(d) This section applies for bonuses awarded in Jan.2019 and 2020, based on data from the 2017-2018 and 2018-2019 school years, respectively.

SECTION 9.7.(c) SBE shall study the *effect of the program on teacher performance and retention*. SBE shall report the results of its findings, 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, the House Speaker, JLEOC, and FRD on March 15 of each year.

Impact of the Read to Achieve Bonus on the Teaching Profession

This section of the report focuses on the relationship between qualifying for the Read to Achieve Reading Bonus and teacher effectiveness and retention. Given that data on teacher years of experience and mobility are not as complete as that of teachers in traditional public schools, this section will exclude charter school personnel who do not have sufficient data to be included in the analysis. This exclusion may result in inconsistencies in the total for some of the data tables.

Distribution of Qualifying Teachers

Given that the Read to Achieve Reading Bonus is in its third year, it is informative to examine how this bonus is distributed across the State in terms of teacher experience and geography. Any trends in the data that suggest a relationship between years of experience and/or a higher than expected concentration of highly-effective teachers in an LEA, could provide valuable information to the field about how best to support students in reading at grade level by the end of the third grade.

The table below shows the number of third-grade reading teachers in each category of experience and the percentage of that group that qualified for the third-grade reading bonus. If there was no relationship between teachers' years of experience and EVAAS growth, one would expect the number of teachers qualifying for the bonus to be approximately 25 percent of the teachers in each category of experience. Categories of teacher experience that show a statistically significant deviation (positive or negative) from the hypothesized mean of 0.25 are marked with an asterisk(s).

Table 1. Number and Percentage of Teachers Qualifying for the Read to Achieve Bonus by Years of Experience

| | School Year 2017-18 | | | School Year 2018-19 | | |
|--------------|--------------------------|-----------------------------|------------|--------------------------|-----------------------------|------------|
| | Total Number of Teachers | Number Qualifying for Bonus | Percentage | Total Number of Teachers | Number Qualifying for Bonus | Percentage |
| 0-4 Years | 1,688 | 362 | 21.5%*** | 1,546 | 310 | 20.1%*** |
| 5-9 Years | 1,051 | 263 | 25.0% | 1,128 | 285 | 25.3% |
| 10-14 Years | 991 | 250 | 25.2% | 987 | 284 | 28.8%** |
| 15-19 Years | 724 | 203 | 28.0%* | 736 | 230 | 31.3%*** |
| 20-24 Years | 495 | 151 | 30.5%* | 489 | 165 | 33.7%*** |
| 25-30 Years | 252 | 88 | 34.9%* | 245 | 94 | 38.4%*** |
| >30 Years | 70 | 21 | 30.0% | 82 | 16 | 19.5% |
| Total | 5,271 | 1,388 | | 5,213 | 1,384 | |

* indicates statistical significance at the $p < 0.05$ level, ** indicates statistical significance at the $p < 0.01$ level, *** indicates statistical significance at the $p < 0.001$ level

Another approach to achieving grade-level proficiency for all students in the third grade is to move highly-effective reading teachers into K-2 positions. It is possible that successive years of exposure to highly-effective reading instruction could have a strong impact on reading proficiency rates in the third grade. Although such a strategy would preclude these teachers from qualifying for a Read to Achieve Bonus, it could have a positive effect on the goal of grade-level proficiency for all students in the third grade.

NCDPI also examined the difference in bonus allocation by LEA from the 2017-2018 school year to the 2018-2019 school year. If there are substantial changes in the number of teachers in an LEA from one year to the next, that might be suggestive of changes to instructional practices that yield better academic growth for students. Conversely, LEAs that show a substantial decline in the number of teachers qualifying for the bonus might indicate an LEA that is struggling to retain its most effective teachers. The data on the LEAs with the greatest positive shifts in the number of teachers receiving the bonus and the LEAs with the greatest negative shifts in the number of bonus recipients are presented in Table 2. We include only those LEAs that had five or more teachers qualifying for a state-wide bonus in the 2018-19 school year.

Table 2. Differences in Teachers Qualifying for the State-wide Bonus in LEAs with the Five Largest Declines and Gains from School Year 2017-2018 to School Year 2018-2019.¹

| LEA | 2017-18 School Year | 2018-19 School Year | Loss/Gain from Prior Year | Percentage Loss/Gain from Prior Year |
|--------------------------------|---------------------------|---------------------------|------------------------------|--|
| Cleveland County Schools | 10 | 18 | 8 | +80.0% |
| Lee County Schools | 5 | 8 | 3 | +60.0% |
| Henderson County Schools | 14 | 22 | 8 | +57.1% |
| Surry County Schools | 11 | 17 | 6 | +54.6% |
| Lincoln County Schools | 8 | 12 | 4 | +50.0% |
| Whiteville City Schools | 5 | 1 | -4 | -80.0% |
| Dare County Schools | 8 | 2 | -6 | -75.0% |
| Columbus County Schools | 7 | 2 | -5 | -71.4% |
| Onslow County Schools | 53 | 20 | -33 | -62.3% |
| Carteret County Public Schools | 17 | 8 | -9 | -52.9% |

¹ Schools with 5 or more qualifying teachers in the 2017-18 school year were included in this analysis.

Teacher Performance

As an initial approach to understanding the relationship between teacher performance and the third-grade reading bonus, NCDPI examined the number of teachers who qualified for the bonus in the 2017-2018 school year and qualified for the bonus in the following school year (for those teachers who taught third grade reading in both years). Of the 1,190 teachers who qualified for a bonus from the 2017-2018 EVAAS growth data and remained teaching third grade in the 2018-2019 school year, 497, or 41.8%, qualified for the bonus in the 2018-2019 school year. Of the teachers who did not qualify for the bonus in the 2017-2018 school year, nearly all those teachers (2,580, 97.6%) met, or exceeded, expected growth in the 2018-2019 school year. The fact that these teachers did not qualify for the bonus in the 2018-2019 school year does not suggest that they failed to improve; however, it is more indicative of the fact that small changes in EVAAS growth from one year to the next can have an impact on qualifying for the bonus in subsequent years. Only 8 teachers (0.7%) who qualified for the 2017-2018 bonus failed to meet expected growth in the 2018-2019 school year.

Measuring the improvement of the teaching force in North Carolina from one year to the next is a difficult endeavor. While the index value of a teacher's EVAAS score might contain information that the teacher is improving from one year to the next, it is known that fluctuations in a teacher's EVAAS index score across years are normal and expected. Currently the State has not established an amount of change in yearly EVAAS index score that can be defined as "improvement". It is even more difficult to attribute changes in a teacher's EVAAS index score to the bonus incentive program in a causal manner.

With these caveats being put forth, the State examined the difference in EVAAS growth index scores from the 2018-2019 school year to the EVAAS growth index scores from the 2017-2018 for teachers who received the bonus and those who did not receive the bonus. If teachers who received a bonus in the 2017-2018 school year showed an increase in EVAAS growth in the following school year that is measurably different from those who did not receive the bonus in the 2017-2018 school year, then one might infer some relationship between the bonus and improved teacher performance. The table below shows the difference in average EVAAS index scores between the 2017-2018 and 2018-2019 school years for teachers who qualified for, and did not qualify for, the third-grade reading bonus from the 2017-2018 school year.

Table 3. Difference in EVAAS Growth between the 2017-2018 and 2018-2019 School Years by Qualifying and Non-Qualifying Teachers.

| | Total Number of Teachers | Average EVAAS Index for 2017-2018 | Average EVAAS Index for 2018-2019 | Difference (2019-2018) |
|---------------------------------------|--------------------------|-----------------------------------|-----------------------------------|------------------------|
| Qualified for Bonus (2017-2018) | 1,190 | 1.16 | 0.54 | -0.62*** |
| Did Not Qualify for Bonus (2017-2018) | 2,644 | -0.39 | -0.01 | 0.38*** |

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

On the surface, it appears that teachers who qualified for a bonus in the 2017-18 school year showed diminished effectiveness in the following school year (2018-19) and that those who did not receive the bonus in the 2017-18 school year showed increased effectiveness. One should bear in mind that, for large groups, there is a tendency for individuals to move toward the average. One should not infer that last year's high-performing teachers are getting less effective and that those who did not qualify for last year's bonus are becoming more effective. It is more appropriate to recognize that, over time, most teachers will demonstrate performance that is consistent with the average.

Teacher Retention

One of the articulated goals of the Read to Achieve Bonus is to increase retention among third-grade reading teachers in the State. NCDPI examined the retention and mobility rates for the 2018-2019 school year of teachers who qualified or did not qualify for a Read to Achieve Bonus in the 2017-2018 school year. The data are provided by years of experience in the table. Because the bonuses are announced and distributed in the middle of the following school year, NCDPI examined the mobility rates of teachers at the end of the 2018-2019 school year who received the bonus for performance in the 2017-2018 school year. Given that teachers of differing experience levels demonstrate different rates of attrition and mobility, it is necessary to compare the rate of attrition/mobility for teachers in the same experience category. The outcome of interest is the persistence in teaching 3rd grade reading regardless of attrition or mobility from the state; therefore, the data in the table demonstrate whether the teacher is in the same LEA and/or still teaching third grade in order to capture the intent of the retention strategy.

In Table 4, one can determine that teachers who qualified for the Read to Achieve Bonus in the 2017-18 school year remained in the LEA and/or remained teaching 3rd grade reading at higher percentages than those teachers who did not qualify for the bonus in the 2017-18 school year. Given that this is only the fourth year of implementation for the bonus program, it might be too early to appreciate any positive effects of the bonus on teacher retention. Successive years of bonus and retention/mobility data will provide the department with the ability to detect a possible effect of the bonus on teacher retention, controlling for the average mobility rates for teachers of a given level of experience. While a causal relationship between the bonus and better reading instruction can't be made, it is clear that greater years of experience are correlated with higher retention rates. The bonus may or may not be helping those who qualified for the bonus to be better reading instructors, but data suggest the prospect of the bonus could provide motivation to remain in the LEA and/or remain in third grade teaching reading. This could provide LEAs with teachers who qualify for the bonus and stay to provide a model of effective reading instruction for those with less experience and those who did not qualify for the bonus. Knowledge shared of effective reading instruction from those who qualified for the bonus paired with experience and higher retention rates could potentially improve reading outcomes and provide stability and persistence in third grade reading within LEAs.

Table 4. Retention/Mobility Rates (2018-2019 School Year) for Teachers Who Qualified, or Did Not Qualify, for a Read to Achieve Bonus (2017-2018 School Year) by Years of Experience.

| Years of Experience | Total Number of Teachers | Qualified for Bonus | | | | Did Not Qualify for Bonus | | | | % Difference in Retention Rate |
|---------------------|--------------------------|---|--------------|--|--------------|---|--------------|--|--------------|--------------------------------|
| | | Remained in LEA/3 rd Grade Reading | | Moved from LEA/3 rd Grade Reading | | Remained in LEA/3 rd Grade Reading | | Moved from LEA/3 rd Grade Reading | | |
| | | N | Percentage | N | Percentage | N | Percentage | N | Percentage | |
| 0-4 Years | 1,468 | 227 | 73.5% | 82 | 26.5% | 612 | 52.8% | 547 | 47.2% | 39.1% |
| 5-9 Years | 1,149 | 250 | 79.9% | 63 | 29.1% | 542 | 64.8% | 294 | 35.2% | 23.2% |
| 10-14 Years | 1,008 | 234 | 81.8% | 52 | 18.2% | 468 | 64.8% | 254 | 35.2% | 21.2% |
| 15-19 Years | 756 | 207 | 85.2% | 36 | 14.8% | 364 | 71.0% | 149 | 29.0% | 20.0% |
| 20-24 Years | 526 | 151 | 88.3% | 20 | 11.7% | 242 | 68.2% | 113 | 31.8% | 29.5% |
| 25-30 Years | 276 | 94 | 87.8% | 13 | 12.2% | 100 | 59.2% | 69 | 40.8% | 48.5% |
| 30+ Years | 103 | 27 | 79.4% | 7 | 20.6% | 40 | 58.0% | 29 | 42.0% | 36.7% |
| Total | 5,286 | 1,190 | 82.3% | 273 | 17.7% | 2,368 | 62.7% | 1,455 | 37.3% | 31.3% |

² Teachers who either left the LEA or were reassigned to a role other than 3rd grade reading are included in these numbers. The report does not distinguish between an employee or employer decision.

THIRD GRADE READ TO ACHIEVE TEACHER BONUS PROGRAM FOR 2018-2019

SECTION 8.8C.(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 Third Grade Read to Achieve Teacher Bonus Program (program) for the 2018-2019 fiscal year to qualifying teachers who have an Education Value-Added Assessment System (EVAAS) student growth index score for third 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 third 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 third grade reading from the previous school year.
 - b. Qualifying Teacher. – An eligible teacher who remains teaching in the same local school administrative unit at least from the school year the data for the EVAAS student growth index score for third grade reading is collected until the school year a bonus provided under this subsection is paid.
- (2) Of the funds appropriated for this program, the sum of five million dollars (\$5,000,000) shall be allocated for bonuses to eligible teachers under sub-sub-subdivision (1)a.1. of this subsection. Funds appropriated for this purpose shall be distributed equally among qualifying teachers.
- (3) Of the funds appropriated for this program, the sum of five million dollars (\$5,000,000) shall be allocated for bonuses to eligible teachers under sub-sub-subdivision (1)a.2. of this subsection. Funds allocated for this bonus shall be divided proportionally based on average daily membership in third grade for each local school administrative unit and then distributed equally among qualifying teachers in each local school administrative unit, 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 third grade teachers shall receive a bonus under this subdivision if that teacher has an EVAAS student growth index score for third 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) A bonus awarded pursuant to either subdivision (2) or subdivision (3) of this subsection shall not exceed three thousand five hundred dollars (\$3,500) in any given school year. No teacher shall receive more than seven thousand dollars (\$7,000) in total bonus compensation for any given school year.

SECTION 8.8C.(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 8.8C.(c) The State Board of Education shall study the effect of the bonuses awarded pursuant to this section and Section 9.7 of S.L. 2016-94, as amended by Section 8.8B of this act, 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, 2019.

THIRD GRADE READTO ACHIEVE TEACHER BONUS

PROGRAM REPORT CODE: 046
UNIFORM CHART OF ACCOUNTS CODE: XXXX-046-XXX
STATUTORY REFERENCE: SL 2016-94, SL 2017-57, 2017-88

TYPE: Dollars

TERM: July 1, 2016 to June 30, 2020

PURPOSE: A program that provides funding to reward third-grade 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 third-grade reading.

FORMULAS: The proportion stipulated in legislation is allotted based on bonuses to teachers who are in the top twenty-five percent (25%) of teachers in the state according to the EVAAS student growth index score for third grade reading from the previous year. These funds shall be allocated equally among qualifying teachers. The proportion stipulated in legislation is 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 third grade reading from the previous year. These funds shall be split proportionally based on average daily membership for each LEA and then distributed equally among qualifying teachers in each LEA. For 2017-18 only. Each LEA and charter school is allotted funds for teachers who would have received a bonus based on the 2015-16 test scores but for the restriction that required the teacher to be teaching third grade in 2016-17. The amount shall be \$3,500 per teacher for the LEA level bonus. For 2017-18 only. If an LEA and charter school paid a teacher based on the 2015-16 test score, an amount from local funds in lieu of the bonus the teacher would have received had they been teaching third grade, the LEA and charter school shall be allotted a reimbursement up to \$3,500 per teacher.

SPECIAL PROVISIONS:

1. Bonuses are payable in January to qualifying teachers who remain employed teaching in the same LEA or public school 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 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 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 for third grade reading from the previous school year that exceeds expected growth.
4. Teachers who qualify may receive bonuses at both the state and LEA level.
5. The compensation bonuses are not considered compensation for purposes of the Teachers' and State Employees' Retirement System.
6. Any unexpended funds from the state level bonus paid in January, due to ineligible teachers per legislation, will be reallocated to LEAs and public schools based on the eligible teachers who were paid the bonus in January. These teachers shall be paid an equal share of the reallocated funds. No funds shall revert to the State.

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|-----------------------------|---|--------------------|-------|----------------------|-------|-------|
| 010 | Alamance-Burlington Schools | 86 | 22 | 25.6% | 21 | 24.4% | 43 |
| 020 | Alexander County Schools | 15 | 4 | 26.7% | 6 | 40.0% | 10 |
| 030 | Alleghany County Schools | 6 | 2 | 33.3% | 4 | 66.7% | 6 |
| 040 | Anson County Schools | 9 | 2 | 22.2% | 7 | 77.8% | 9 |
| 050 | Ashe County Schools | 14 | 4 | 28.6% | 5 | 35.7% | 9 |
| 060 | Avery County Schools | 6 | 2 | 33.3% | 1 | 16.7% | 3 |
| 070 | Beaufort County Schools | 26 | 7 | 26.9% | 9 | 34.6% | 16 |
| 080 | Bertie County Schools | 9 | 2 | 22.2% | 3 | 33.3% | 5 |
| 090 | Bladen County Schools | 17 | 4 | 23.5% | 1 | 5.9% | 5 |
| 100 | Brunswick County Schools | 33 | 8 | 24.2% | 8 | 24.2% | 16 |
| 110 | Buncombe County Schools | 104 | 26 | 25.0% | 22 | 21.2% | 48 |
| 111 | Asheville City Schools | 21 | 5 | 23.8% | 1 | 4.8% | 6 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|--------------------------------|---|--------------------|-------|----------------------|-------|-------|
| 120 | Burke County Schools | 46 | 12 | 26.1% | 16 | 34.8% | 28 |
| 130 | Cabarrus County Schools | 108 | 27 | 25.0% | 34 | 31.5% | 61 |
| 132 | Kannapolis City Schools | 20 | 5 | 25.0% | 2 | 10.0% | 7 |
| 140 | Caldwell County Schools | 41 | 10 | 24.4% | 16 | 39.0% | 26 |
| 150 | Camden County Schools | 4 | 1 | 25.0% | 2 | 50.0% | 3 |
| 160 | Carteret County Public Schools | 32 | 8 | 25.0% | 9 | 28.1% | 17 |
| 170 | Caswell County Schools | 10 | 3 | 30.0% | 3 | 30.0% | 6 |
| 180 | Catawba County Schools | 56 | 14 | 25.0% | 11 | 19.6% | 25 |
| 181 | Hickory City Schools | 17 | 4 | 23.5% | 4 | 23.5% | 8 |
| 182 | Newton Conover City Schools | 11 | 3 | 27.3% | 2 | 18.2% | 5 |
| 190 | Chatham County Schools | 33 | 8 | 24.2% | 7 | 21.2% | 15 |
| 200 | Cherokee County Schools | 11 | 3 | 27.3% | 7 | 63.6% | 10 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|---------------------------|---|--------------------|-------|----------------------|-------|-------|
| 210 | Edenton-Chowan Schools | 8 | 2 | 25.0% | 3 | 37.5% | 5 |
| 220 | Clay County Schools | 5 | 1 | 20.0% | 3 | 60.0% | 4 |
| 230 | Cleveland County Schools | 55 | 14 | 25.5% | 18 | 32.7% | 32 |
| 240 | Columbus County Schools | 19 | 5 | 26.3% | 2 | 10.5% | 7 |
| 241 | Whiteville City Schools | 9 | 2 | 22.2% | 1 | 11.1% | 3 |
| 250 | Craven County Schools | 60 | 15 | 25.0% | 20 | 33.3% | 35 |
| 260 | Cumberland County Schools | 206 | 53 | 25.7% | 60 | 29.1% | 113 |
| 270 | Currituck County Schools | 16 | 4 | 25.0% | 5 | 31.3% | 9 |
| 280 | Dare County Schools | 19 | 5 | 26.3% | 2 | 10.5% | 7 |
| 290 | Davidson County Schools | 69 | 17 | 24.6% | 12 | 17.4% | 29 |
| 291 | Lexington City Schools | 12 | 3 | 25.0% | 1 | 8.3% | 4 |
| 292 | Thomasville City Schools | 9 | 2 | 22.2% | 2 | 22.2% | 4 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|--|---|--------------------|-------|----------------------|-------|-------|
| 295 | Innovative School District | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 300 | Davie County Schools | 21 | 5 | 23.8% | 3 | 14.3% | 8 |
| 310 | Duplin County Schools | 38 | 10 | 26.3% | 4 | 10.5% | 14 |
| 320 | Durham Public Schools | 125 | 31 | 24.8% | 43 | 34.4% | 74 |
| 330 | Edgecombe County Public Schools | 18 | 5 | 27.8% | 1 | 5.6% | 6 |
| 340 | Winston Salem / Forsyth County Schools | 212 | 54 | 25.5% | 54 | 25.5% | 108 |
| 350 | Franklin County Schools | 25 | 6 | 24.0% | 6 | 24.0% | 12 |
| 360 | Gaston County Schools | 122 | 31 | 25.4% | 26 | 21.3% | 57 |
| 370 | Gates County Schools | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 380 | Graham County Schools | 5 | 1 | 20.0% | 2 | 40.0% | 3 |
| 390 | Granville County Schools | 27 | 7 | 25.9% | 7 | 25.9% | 14 |
| 400 | Greene County Schools | 12 | 3 | 25.0% | 1 | 8.3% | 4 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|------------------------------------|---|--------------------|-------|----------------------|-------|-------|
| 410 | Guilford County Schools | 243 | 62 | 25.5% | 43 | 17.7% | 105 |
| 420 | Halifax County Schools | 10 | 3 | 30.0% | 4 | 40.0% | 7 |
| 421 | Roanoke Rapids City Schools | 6 | 2 | 33.3% | 0 | 0.0% | 2 |
| 422 | Weldon City Schools | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 430 | Harnett County Schools | 79 | 21 | 26.6% | 12 | 15.2% | 33 |
| 440 | Haywood County Schools | 28 | 7 | 25.0% | 13 | 46.4% | 20 |
| 450 | Henderson County Schools | 44 | 11 | 25.0% | 22 | 50.0% | 33 |
| 460 | Hertford County Schools | 7 | 2 | 28.6% | 2 | 28.6% | 4 |
| 470 | Hoke County Schools | 22 | 6 | 27.3% | 7 | 31.8% | 13 |
| 480 | Hyde County Schools | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 490 | Iredell-Statesville Schools | 68 | 17 | 25.0% | 11 | 16.2% | 28 |
| 491 | Mooresville Graded School District | 22 | 6 | 27.3% | 5 | 22.7% | 11 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|--------------------------------|---|--------------------|-------|----------------------|-------|-------|
| 500 | Jackson County Public Schools | 16 | 4 | 25.0% | 0 | 0.0% | 4 |
| 510 | Johnston County Public Schools | 122 | 31 | 25.4% | 35 | 28.7% | 66 |
| 520 | Jones County Schools | 5 | 1 | 20.0% | 0 | 0.0% | 1 |
| 530 | Lee County Schools | 36 | 9 | 25.0% | 10 | 27.8% | 19 |
| 540 | Lenoir County Public Schools | 33 | 8 | 24.2% | 9 | 27.3% | 17 |
| 550 | Lincoln County Schools | 43 | 11 | 25.6% | 12 | 27.9% | 23 |
| 560 | Macon County Schools | 18 | 5 | 27.8% | 4 | 22.2% | 9 |
| 570 | Madison County Schools | 9 | 2 | 22.2% | 4 | 44.4% | 6 |
| 580 | Martin County Schools | 12 | 3 | 25.0% | 3 | 25.0% | 6 |
| 590 | McDowell County Schools | 25 | 6 | 24.0% | 7 | 28.0% | 13 |
| 600 | Charlotte-Mecklenburg Schools | 481 | 121 | 25.2% | 84 | 17.5% | 205 |
| 610 | Mitchell County Schools | 7 | 2 | 28.6% | 1 | 14.3% | 3 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|--|---|--------------------|-------|----------------------|-------|-------|
| 620 | Montgomery County Schools | 14 | 4 | 28.6% | 3 | 21.4% | 7 |
| 630 | Moore County Schools | 39 | 10 | 25.6% | 15 | 38.5% | 25 |
| 640 | Nash-Rocky Mount Schools | 49 | 12 | 24.5% | 4 | 8.2% | 16 |
| 650 | New Hanover County Schools | 95 | 24 | 25.3% | 14 | 14.7% | 38 |
| 660 | Northampton County Schools | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 670 | Onslow County Schools | 110 | 29 | 26.4% | 23 | 20.9% | 52 |
| 680 | Orange County Schools | 22 | 6 | 27.3% | 6 | 27.3% | 12 |
| 681 | Chapel Hill-Carrboro City Schools | 41 | 10 | 24.4% | 9 | 22.0% | 19 |
| 690 | Pamlico County Schools | 6 | 2 | 33.3% | 1 | 16.7% | 3 |
| 700 | Elizabeth City-Pasquotank Public Schools | 21 | 5 | 23.8% | 7 | 33.3% | 12 |
| 710 | Pender County Schools | 35 | 10 | 28.6% | 16 | 45.7% | 26 |
| 720 | Perquimans County Schools | 4 | 1 | 25.0% | 1 | 25.0% | 2 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|----------------------------------|---|--------------------|-------|----------------------|-------|-------|
| 730 | Person County Schools | 20 | 5 | 25.0% | 9 | 45.0% | 14 |
| 740 | Pitt County Schools | 96 | 24 | 25.0% | 32 | 33.3% | 56 |
| 750 | Polk County Schools | 8 | 2 | 25.0% | 5 | 62.5% | 7 |
| 760 | Randolph County School System | 69 | 17 | 24.6% | 17 | 24.6% | 34 |
| 761 | Asheboro City Schools | 21 | 5 | 23.8% | 4 | 19.0% | 9 |
| 770 | Richmond County Schools | 13 | 3 | 23.1% | 5 | 38.5% | 8 |
| 780 | Public Schools of Robeson County | 93 | 23 | 24.7% | 18 | 19.4% | 41 |
| 790 | Rockingham County Schools | 46 | 12 | 26.1% | 6 | 13.0% | 18 |
| 800 | Rowan-Salisbury Schools | 65 | 17 | 26.2% | 5 | 7.7% | 22 |
| 810 | Rutherford County Schools | 29 | 7 | 24.1% | 17 | 58.6% | 24 |
| 820 | Sampson County Schools | 20 | 5 | 25.0% | 5 | 25.0% | 10 |
| 821 | Clinton City Schools | 8 | 2 | 25.0% | 7 | 87.5% | 9 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|------------|-----------------------------|---|--------------------|-------|----------------------|-------|-------|
| 830 | Scotland County Schools | 16 | 4 | 25.0% | 4 | 25.0% | 8 |
| 840 | Stanly County Schools | 24 | 6 | 25.0% | 9 | 37.5% | 15 |
| 850 | Stokes County Schools | 23 | 7 | 30.4% | 10 | 43.5% | 17 |
| 860 | Surry County Schools | 29 | 7 | 24.1% | 17 | 58.6% | 24 |
| 861 | Elkin City Schools | 5 | 1 | 20.0% | 2 | 40.0% | 3 |
| 862 | Mount Airy City Schools | 7 | 3 | 42.9% | 0 | 0.0% | 3 |
| 870 | Swain County Schools | 8 | 2 | 25.0% | 4 | 50.0% | 6 |
| 880 | Transylvania County Schools | 12 | 3 | 25.0% | 4 | 33.3% | 7 |
| 890 | Tyrrell County Schools | 2 | 0 | 0.0% | 1 | 50.0% | 1 |
| 900 | Union County Public Schools | 160 | 40 | 25.0% | 57 | 35.6% | 97 |
| 910 | Vance County Schools | 17 | 4 | 23.5% | 5 | 29.4% | 9 |
| 920 | Wake County Schools | 600 | 150 | 25.0% | 128 | 21.3% | 278 |

**Appendix C: Third Grade Read to Achieve Teacher Performance Bonus FY 2018-19
Local Education Agencies (LEA)**

| LEA Number | LEA Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-------------------|-----------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 930 | Warren County Schools | 9 | 2 | 22.2% | 1 | 11.1% | 3 |
| 940 | Washington County Schools | 5 | 1 | 20.0% | 2 | 40.0% | 3 |
| 950 | Watauga County Schools | 17 | 4 | 23.5% | 6 | 35.3% | 10 |
| 960 | Wayne County Public Schools | 73 | 18 | 24.7% | 10 | 13.7% | 28 |
| 970 | Wilkes County Schools | 32 | 8 | 25.0% | 15 | 46.9% | 23 |
| 980 | Wilson County Schools | 43 | 11 | 25.6% | 13 | 30.2% | 24 |
| 990 | Yadkin County Schools | 22 | 6 | 27.3% | 8 | 36.4% | 14 |
| 995 | Yancey County Schools | 9 | 2 | 22.2% | 3 | 33.3% | 5 |

Charter Schools:

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|-------------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 00A | North Carolina Cyber Academy | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 00B | NC Virtual Academy | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 01B | River Mill Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 01C | Clover Garden | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 06B | Marjorie Williams Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 07A | Washington Montessori | 4 | 0 | 0.0% | 1 | 25.0% | 1 |
| 09B | Emereau: Bladen | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 10A | Charter Day School | 4 | 0 | 0.0% | 2 | 50.0% | 2 |
| 10B | South Brunswick Charter | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 11A | Evergreen Community Charter | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 11B | ArtSpace Charter School | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 11C | IC Imagine | 5 | 0 | 0.0% | 2 | 40.0% | 2 |
| 11K | Francine Delany New School | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 12A | New Dimensions | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 13A | Carolina International School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|----------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 13B | Cabarrus Charter Academy | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 13C | A.C.E. Academy | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 13D | Concord Lake STEAM Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 16B | Tiller School | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 19A | Chatham Charter | 2 | 0 | 0.0% | 1 | 50.0% | 1 |
| 19B | Woods Charter | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 19C | Willow Oak Montessori | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 20A | The Learning Center | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 23A | Pinnacle Classical Academy | 4 | 0 | 0.0% | 1 | 25.0% | 1 |
| 24N | Columbus Charter School | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 26B | Alpha Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 26C | The Capitol Encore Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 29A | Davidson Charter Academy | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 32A | Maureen Joy Charter School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 32B | Healthy Start Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 32C | Carter Community Charter | 1 | 0 | 0.0% | 0 | 0.0% | 0 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|---|--|---------------------------|----------|-----------------------------|----------|--------------|
| 32D | Kestrel Heights School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 32H | Research Triangle Charter | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 32K | Central Park School For Child | 4 | 0 | 0.0% | 2 | 50.0% | 2 |
| 32L | Voyager Academy | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 32M | Global Scholars Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 32P | The Institute Development Young Leaders | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 32Q | Reaching All Minds Academy | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 32R | Excelsior Classical Academy | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 33A | North East Carolina Prep | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 34B | Quality Education Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 34D | Carter G. Woodson School | 2 | 0 | 0.0% | 1 | 50.0% | 1 |
| 34F | Forsyth Academy | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 34G | The Arts Based School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 34H | NC Leadership Charter Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 34Z | Academy Middle Fork | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 35A | Crosscreek Charter School | 2 | 0 | 0.0% | 0 | 0.0% | 0 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|---------------------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 35B | Youngsville Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 36B | Piedmont Community Charter School | 4 | 0 | 0.0% | 2 | 50.0% | 2 |
| 36C | Mountain Island Charter School | 4 | 0 | 0.0% | 1 | 25.0% | 1 |
| 39A | Falls Lake Academy | 4 | 0 | 0.0% | 3 | 75.0% | 3 |
| 41B | Greensboro Academy | 3 | 0 | 0.0% | 2 | 66.7% | 2 |
| 41C | Guilford Preparatory Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 41D | Phoenix Academy | 5 | 0 | 0.0% | 3 | 60.0% | 3 |
| 41F | Triad Math and Science Academy | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 41G | Cornerstone Charter Academy-CFA | 4 | 0 | 0.0% | 3 | 75.0% | 3 |
| 41H | College Prep and Leadership Academy | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 41J | Summerfield Charter Academy | 3 | 0 | 0.0% | 2 | 66.7% | 2 |
| 41L | Gate City Charter | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 41N | The Experiential School of Greensboro | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 43C | Anderson Creek Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 44A | Shining Rock Classical Academy: CFA | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 45A | The Mountain Community Sch | 1 | 0 | 0.0% | 0 | 0.0% | 0 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|-----------------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 45B | FernLeaf Community Charter School | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 49B | American Renaissance School | 3 | 0 | 0.0% | 2 | 66.7% | 2 |
| 49D | Success Institute Charter | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 49E | Pine Lake Preparatory | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 49F | Langtree Charter Academy | 8 | 0 | 0.0% | 0 | 0.0% | 0 |
| 49G | Iredell Charter Academy | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 50A | Summit Charter | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 51A | Neuse Charter School | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 51B | Johnston Charter Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 54A | Children's Village Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 55A | Lincoln Charter School | 6 | 0 | 0.0% | 1 | 16.7% | 1 |
| 60B | Sugar Creek Charter | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 60D | Lake Norman Charter | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 60F | Metrolina Reg Scholars Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 60G | Queen's Grant Community School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 60I | Community School of Davidson | 4 | 0 | 0.0% | 1 | 25.0% | 1 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|-----------------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 60J | Socrates Academy | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 60M | Corvian Community School | 4 | 0 | 0.0% | 1 | 25.0% | 1 |
| 60N | Aristotle Preparatory Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 60P | Eastside STREAM Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 60Q | Invest Collegiate Transform | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 60S | Bradford Preparatory School | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 60Y | Pioneer Springs Community School | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 61K | United Community School | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 61M | Charlotte Lab School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 61N | Queen City STEM School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 61P | VERITAS Community School, CFA | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 61Q | Mallard Creek STEM Academy | 4 | 0 | 0.0% | 1 | 25.0% | 1 |
| 61R | Matthews Charter Academy | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 61S | Unity Classical Charter | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 61T | Movement Charter School | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 61W | East Voyager Academy of Charlotte | 1 | 0 | 0.0% | 1 | 100.0% | 1 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|--|--|---------------------------|----------|-----------------------------|----------|--------------|
| 61X | Mountain Island Day Community Charter | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 63A | The Academy of Moore County | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 64A | Rocky Mount Preparatory | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 65A | Cape Fear Center for Inquiry | 2 | 0 | 0.0% | 1 | 50.0% | 1 |
| 65B | Wilmington Preparatory Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 65C | Douglass Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 65D | Island Montessori Charter School | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 65F | Coastal Preparatory Academy | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 65Z | D.C. Virgo Preparatory Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 66A | KIPP Gaston College Preparatory | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 67B | Z.E.C.A. School of Arts and Technology | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 68A | Eno River Academy | 2 | 0 | 0.0% | 1 | 50.0% | 1 |
| 68C | The Expedition School | 4 | 0 | 0.0% | 3 | 75.0% | 3 |
| 69A | Arapahoe Charter School | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 73A | Bethel Hill Charter | 4 | 0 | 0.0% | 2 | 50.0% | 2 |
| 74B | Ignite Innovation Academy - Pitt | 1 | 0 | 0.0% | 0 | 0.0% | 0 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|------------------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 74C | Winterville Charter Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 74Z | East Carolina Community School | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 76A | Uwharrie Charter Academy | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 78B | Southeastern Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 79Z | Moss Street Partnership School | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 80B | Essie Mae Kiser Foxx Charter | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 81A | Thomas Jefferson Class Academy | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 81B | Lake Lure Classical Academy | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 86T | Millennium Charter Academy | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 88A | Brevard Academy | 2 | 0 | 0.0% | 1 | 50.0% | 1 |
| 90A | Union Academy | 4 | 0 | 0.0% | 1 | 25.0% | 1 |
| 90B | Union Day School | 3 | 0 | 0.0% | 0 | 0.0% | 0 |
| 90C | Union Prep Academy at Indian Trail | 4 | 0 | 0.0% | 3 | 75.0% | 3 |
| 91A | Vance Charter School | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 92B | The Exploris School | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 92D | Magellan Charter | 2 | 0 | 0.0% | 2 | 100.0% | 2 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|--|--|---------------------------|----------|-----------------------------|----------|--------------|
| 92E | Sterling Montessori Academy | 7 | 0 | 0.0% | 1 | 14.3% | 1 |
| 92F | Franklin Academy | 5 | 0 | 0.0% | 2 | 40.0% | 2 |
| 92G | East Wake Academy | 2 | 0 | 0.0% | 2 | 100.0% | 2 |
| 92L | Torchlight Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 92M | PreEminent Charter | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 92N | Quest Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 92Q | Hope Charter Leadership Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 92R | Casa Esperanza Montessori Charter School | 5 | 0 | 0.0% | 3 | 60.0% | 3 |
| 92S | Endeavor Charter School | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 92T | Triangle Math and Science Academy | 3 | 0 | 0.0% | 2 | 66.7% | 2 |
| 92V | Wake Forest Charter Academy | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 92W | Cardinal Charter Academy | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 92Y | Envision Science Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 93A | Haliwa-Saponi Tribal School | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 93J | PAVE Southeast Raleigh Charter | 4 | 0 | 0.0% | 0 | 0.0% | 0 |
| 93M | Peak Charter Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |

| Charter Number | Charter School Name | Total Number of 3rd Grade Teachers in LEA | LEA Bonus Eligible | % | State Bonus Eligible | % | Total |
|-----------------------|----------------------------------|--|---------------------------|----------|-----------------------------|----------|--------------|
| 93N | Pine Springs Preparatory Academy | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 93P | Rolesville Charter Academy | 3 | 0 | 0.0% | 1 | 33.3% | 1 |
| 93R | Raleigh Oak Charter | 2 | 0 | 0.0% | 0 | 0.0% | 0 |
| 95A | Two Rivers Community School | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 96C | Dillard Academy | 1 | 0 | 0.0% | 1 | 100.0% | 1 |
| 96F | Wayne Preparatory Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 97D | Bridges Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |
| 98A | Sallie B Howard School | 5 | 0 | 0.0% | 0 | 0.0% | 0 |
| 98B | Wilson Preparatory Academy | 1 | 0 | 0.0% | 0 | 0.0% | 0 |