

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2017

**H.B. 840**  
**Apr 11, 2017**  
**HOUSE PRINCIPAL CLERK**

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HOUSE BILL DRH40478-MT-26B (01/24)

Short Title: Earned AP, IB, CTE, & 3rd Grade Bonuses. (Public)

Sponsors: Representatives Blackwell and Johnson (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO ALLOW QUALIFYING TEACHERS TO RECEIVE BONUSES EARNED  
3 DUE TO STUDENT SUCCESS ON ADVANCED PLACEMENT AND  
4 INTERNATIONAL BACCALAUREATE EXAMS, APPROVED INDUSTRY  
5 CERTIFICATIONS AND CREDENTIALS, OR STUDENT GROWTH AND TO  
6 REIMBURSE LOCAL SCHOOL ADMINISTRATIVE UNITS FOR BONUSES  
7 ALREADY PAID.

8 The General Assembly of North Carolina enacts:

9  
10 **PART I. ADVANCED PLACEMENT/INTERNATIONAL BACCALAUREATE**  
11 **TEACHER BONUSES**

12 **SECTION 1.** Section 8.8 of S.L. 2016-94 reads as rewritten:

13 "**ADVANCED PLACEMENT/INTERNATIONAL BACCALAUREATE TEACHER**  
14 **BONUS PILOT PROGRAM**

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

21 ...

- 22 (3) For advanced course scores collected from the 2015-2016 school year and  
23 the 2016-2017 school year, bonuses awarded pursuant to this subsection are  
24 payable in January 2017 and January 2018, respectively, to qualifying  
25 advanced course ~~teachers who remain employed teaching advanced courses~~  
26 ~~in the same local school administrative unit at least from the school year the~~  
27 ~~data is collected until the corresponding school year that the bonus is~~  
28 ~~paid.~~teachers.

29 ...

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

- 32 (1) The State Board shall report on the amount of bonuses awarded to advanced  
33 course teachers, including the amount awarded for Advanced Placement  
34 courses and the amount awarded for International Baccalaureate Diploma  
35 Programme courses, to the President Pro Tempore of the Senate, the Speaker



1 of the House of Representatives, and the Fiscal Research Division by March  
2 15, 2017, and again by March 15, 2018.

- 3 (2) The State Board shall study the effect of the ~~pilot~~ program on advanced  
4 course teacher performance and retention. The State Board shall report the  
5 results of its findings to the President Pro Tempore of the Senate, the  
6 Speaker of the House of Representatives, the Fiscal Research Division, and  
7 the Joint Legislative Education Oversight Committee by March 15, 2018.

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

11 "SECTION 8.8.(f) This section expires June 30, 2018."  
12

## 13 PART II. INDUSTRY CERTIFICATIONS AND CREDENTIALS TEACHER 14 BONUSSES

15 SECTION 2. Section 8.9 of S.L. 2016-94 reads as rewritten:

### 16 "INDUSTRY CERTIFICATIONS AND CREDENTIALS TEACHER BONUS-PILOT 17 PROGRAM

18 "SECTION 8.9.(a) The State Board of Education, in collaboration with the Department of  
19 Commerce, shall establish the Industry Certifications and Credentials Teacher Bonus-~~Pilot~~  
20 Program (~~pilot program~~)(program) to reward the performance of teachers who teach students  
21 earning ~~approved~~ industry certifications or credentials approved by the State Board of  
22 Education consistent with G.S. 115C-156.2 and to encourage student learning and  
23 improvement. To attain this goal, the Department of Public Instruction shall administer bonus  
24 pay for two school years to certain teachers who teach students earning approved industry  
25 certifications or credentials, beginning with data from the 2015-2016 school year, in  
26 accordance with the following:

- 27 ...  
28 (4) For data on courses leading to student attainment of industry certifications  
29 and credentials collected from the 2015-2016 school year and the 2016-2017  
30 school year, bonuses awarded pursuant to this subsection are payable in  
31 January 2017 and January 2018, respectively, to qualifying ~~teachers who~~  
32 ~~remain employed teaching students earning approved industry certifications~~  
33 ~~or credentials in the same local school administrative unit at least from the~~  
34 ~~school year the data is collected until the corresponding school year that the~~  
35 ~~bonus is paid.~~ teachers.  
36 ...

37 "SECTION 8.9.(c) The State Board of Education shall report on and study the-~~pilot~~  
38 program as follows:

- 39 (1) The State Board shall report on the amount of bonuses awarded to teachers  
40 who teach students earning approved industry certifications or credentials  
41 and the type of industry certifications and credentials earned by their  
42 students to the President Pro Tempore of the Senate, the Speaker of the  
43 House of Representatives, and the Fiscal Research Division by March 15,  
44 2017, and again by March 15, 2018.  
45 (2) The State Board shall study the effect of the-~~pilot~~ program on teacher  
46 performance and retention. The State Board shall report the results of its  
47 findings to the President Pro Tempore of the Senate, the Speaker of the  
48 House of Representatives, the Fiscal Research Division, and the Joint  
49 Legislative Education Oversight Committee by March 15, 2018.

1 "SECTION 8.9.(d) For the 2017-2018 fiscal year only, the Director of the Budget shall  
2 also include in the base budget, as defined by G.S. 143C-1-1(d)(1c), the amount of  
3 nonrecurring funds needed to support the ~~pilot~~ program.

4 "SECTION 8.9.(e) This section expires June 30, 2018."  
5

### 6 PART III. THIRD GRADE READING TEACHER PERFORMANCE BONUSES

7 SECTION 3. Section 9.7 of S.L. 2016-94 reads as rewritten:

#### 8 "THIRD GRADE READING TEACHER PERFORMANCE ~~PILOT~~-PROGRAM

9 "SECTION 9.7.(a) The State Board of Education shall establish the Third Grade Reading  
10 Teacher Performance ~~Pilot~~-Program to reward teacher performance and encourage student  
11 learning and improvement. To attain this goal, the Department of Public Instruction shall  
12 administer bonus pay to licensed third grade teachers who have an Education Value-Added  
13 Assessment System (EVAAS) student growth index score for third grade reading from the  
14 previous school year, beginning with the data from the 2015-2016 school year, as follows:

- 15 (1) Of the funds appropriated for this program, five million dollars (\$5,000,000)  
16 shall be allocated for bonuses to licensed third grade teachers who are in the  
17 top twenty-five percent (25%) of teachers in the State according to the  
18 EVAAS student growth index score for third grade reading from the  
19 previous year. These funds shall be allocated equally among qualifying  
20 teachers.
- 21 (2) Of the funds appropriated for this program, five million dollars (\$5,000,000)  
22 shall be allocated to pay bonuses to licensed third grade teachers who are in  
23 the top twenty-five percent (25%) of teachers in their respective local school  
24 administrative units according to the EVAAS student growth index score for  
25 third grade reading from the previous year. These funds shall be split  
26 proportionally based on average daily membership for each local school  
27 administrative unit and then distributed equally among qualifying teachers in  
28 each local school administrative unit, subject to the following conditions:
  - 29 a. Teachers employed in charter schools and regional schools are not  
30 eligible to receive a bonus under this subdivision.
  - 31 b. Any teacher working in a local school administrative unit that  
32 employs three or fewer third grade teachers shall receive a bonus  
33 under this subdivision if that teacher has an EVAAS student growth  
34 index score for third grade reading from the previous school year that  
35 exceeds expected growth.
- 36 (3) For EVAAS student growth index score data collected during the 2015-2016  
37 school year and the 2016-2017 school year, bonuses awarded pursuant to  
38 subdivisions (1) and (2) of this subsection are payable in January of 2017  
39 and January of 2018, respectively, to qualifying third grade ~~teachers who~~  
40 ~~remain employed teaching third grade in the same local school~~  
41 ~~administrative unit at least from the school year the data is collected until the~~  
42 ~~corresponding school year that the bonus is paid.~~teachers.
- 43 (4) A teacher who is eligible to receive a bonus under both subdivisions (1) and  
44 (2) of this subsection shall receive both bonuses.  
45

46 ...  
47 "SECTION 9.7.(c) The State Board of Education shall report on and study the Third  
48 Grade Reading Teacher Performance ~~Pilot~~-Program (Program) as follows:

- 49 (1) The State Board of Education shall report on the distribution of statewide  
50 bonuses as among local school administrative units and the distribution of  
51 bonuses within local school administrative units as among individual schools  
to the President Pro Tempore of the Senate, the Speaker of the House of

1 Representatives, and the Fiscal Research Division on March 1, 2017, and  
 2 again on March 1, 2018.  
 3 (2) The State Board of Education shall study the effect of the Program on  
 4 teacher performance and retention. The State Board of Education shall report  
 5 the results of its findings to the President Pro Tempore of the Senate, the  
 6 Speaker of the House of Representatives, the Fiscal Research Division, and  
 7 the Joint Legislative Education Oversight Committee no later than March 1,  
 8 2018.

9 ...  
 10 "SECTION 9.7.(e) This section expires June 30, 2018."  
 11

12 **PART IV. FUNDING**

13 **SECTION 4.(a)** Of the funds available from the State Public School Fund, the  
 14 Department of Public Instruction shall make payable in the 2016-2017 fiscal year bonuses to  
 15 those qualifying teachers who were ineligible to receive the bonuses under Sections 8.8(a)(3),  
 16 8.9(a)(4), or 9.7(a)(3) of S.L. 2016-94 for failure to remain employed in the same local school  
 17 administrative unit at least from the 2015-2016 school year to the 2016-2017 school year or for  
 18 failure to continue teaching (i) advanced courses, (ii) students earning approved industry  
 19 certifications or credentials, or (iii) third grade. These bonuses shall be paid no later than June  
 20 30, 2017.

21 **SECTION 4.(b)** Of the funds available from the State Public School Fund, the  
 22 Department of Public Instruction shall make payable in the 2016-2017 fiscal year funds  
 23 necessary to reimburse any local school administrative unit that has already paid bonuses to  
 24 qualifying teachers who were ineligible to receive the bonuses under Sections 8.8(a)(3),  
 25 8.9(a)(4), or 9.7(a)(3) of S.L. 2016-94 for failure to remain employed in the same local school  
 26 administrative unit at least from the 2015-2016 school year to the 2016-2017 school year or for  
 27 failure to continue teaching (i) advanced courses, (ii) students earning approved industry  
 28 certifications or credentials, or (iii) third grade. These reimbursements shall be paid no later  
 29 than June 30, 2017.  
 30

31 **PART V. EFFECTIVE DATE**

32 **SECTION 5.** This act is effective when it becomes law.