PUBLIC SCHOOLS OF NORTH CAROLINA
State Board of Education | Department of Public Instruction

Report to the North Carolina General Assembly

TEACHER BONUS PROGRAM FOR 2021-2022

S.L. 2018-5, Section 8.8d; S.L. 2020-45, Section 2.(h); & S.L. 2022-74, Section 7A.2(g)

Date Due: March 15, 2023
DPI Chronological Schedule, 2022-2023

SECTION 7A.2.(b) Definitions. – For purposes of this section, the following definitions shall apply:

1. Eligible teacher. – A teacher who meets at least one of the following criteria:
    a. Is employed by, or retired having last held a position at, a qualifying public school unit and meets one 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 State according to the EVAAS student growth index score for fourth or fifth grade reading from the previous school year.
        3. Is in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for fourth, fifth, sixth, seventh, or eighth grade mathematics from the previous school year.
    b. Is employed by, or retired having last held a position at, a local school administrative unit and meets one of the following criteria:
        1. 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.
        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.
        3. 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, fifth, sixth, seventh, or eighth grade mathematics from the previous school year.
    c. Was employed by a local school administrative unit that employed in the previous school year three or fewer total teachers in that teacher's grade level as long as the teacher has an EVAAS student growth index score from the previous school year of exceeded expected growth in one of the following subject areas:
        1. Third-grade reading.
        2. Fourth or fifth grade reading.
        3. Fourth, fifth, sixth, seventh, or eighth grade mathematics.
2. EVAAS. – The Education Value-Added Assessment System.
3. Qualifying public school unit. – Any of the following:
    a. A local school administrative unit.
    b. A charter school.
    c. A regional school.

        d. A school providing elementary or secondary instruction operated by the State Board of Education under Article 7A of Chapter 115C of the General Statutes.

        e. A school providing elementary or secondary instruction operated by The University of North Carolina under Article 29A of Chapter 116 of the General Statutes.

4. Qualifying teacher. – An eligible teacher who meets one of the following criteria:
        a. Remains employed teaching in the same qualifying public school unit, or, if an eligible advanced course teacher is only employed by the North Carolina Virtual Public School program, remains employed teaching in that program, at least from the school year the data is collected until January 1 of the corresponding school year that the bonus is paid.
        b. Retired, between the last day of the school year in which the data is collected and January 1 of the corresponding school year in which the bonus is paid, after attaining one of the following:
            1.The age of at least 65 with five years of creditable service.
            2.The age of at least 60 with 25 years of creditable service.
            3.Thirty years of creditable service.

SECTION 7A.2.(c) Statewide Growth Bonuses. – Of the funds appropriated in this act for the program, bonuses shall be provided to qualifying teachers who are eligible teachers under sub-subdivision a. of subdivision (1) of subsection (b) of this section, as follows:

1. The sum of five million dollars ($5,000,000) shall be allocated for bonuses to eligible teachers under sub-sub-subdivision a.1. of subdivision (1) of subsection (b) of this section. These funds shall be distributed equally among qualifying teachers.
2. A bonus in the amount of two thousand dollars ($2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision
        a. of subdivision (1) of subsection (b) of this section.
3. A bonus in the amount of two thousand dollars ($2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision
        b. of subdivision (1) of subsection (b) of this section.

SECTION 7A.2.(d) Local Growth Bonuses. – Of the funds appropriated in this act for the program, bonuses shall be provided to eligible teachers under sub-subdivisions b. and c. of subdivision (1) of subsection (b) of this section, as follows:

1. The sum of five million dollars ($5,000,000) shall be allocated for bonuses to eligible EVAAS teachers under sub-sub-subdivisions b.1. and c.1. of subdivision (1) of subsection (b) of this section. These funds shall be divided proportionally based on average daily membership in third grade for each local school administrative unit and then distributed equally among qualifying third-grade reading teachers in each local school administrative unit.
2. A bonus in the amount of two thousand dollars ($2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision
        b. or c.2. of subdivision (1) of subsection (b) of this section.

3. A bonus in the amount of two thousand dollars ($2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision
   c. or c.3. of subdivision (1) of subsection (b) of this section.

SECTION 7A.2.(e) Limitations and Other Criteria. – The following additional limitations and other criteria shall apply to the program:
1. Bonus funds awarded to a teacher pursuant to subdivision (c)(1) and subdivision (d)(1) of this section shall not exceed three thousand five hundred dollars ($3,500) per subdivision in any given school year.
2. A qualifying teacher who is an eligible teacher under sub-sub-subdivision a.1., b.1., or c.1. of subdivision (1) of subsection (b) of this section may receive a bonus under both subdivision (c)(1) and subdivision (d)(1) of this section but shall not receive more than seven thousand dollars ($7,000) pursuant to subdivisions (c)(1) and (d)(1) of this section in any given school year.
3. A qualifying teacher who is an eligible teacher under sub-sub-subdivision a.2., b.2., or c.2. of subdivision (1) of subsection (b) of this section may receive a bonus under both subdivision (c)(2) and subdivision (d)(2) of this section but shall not receive more than two bonuses pursuant to subdivisions (c)(2) and (d)(2) of this section in any given school year.
4. A qualifying teacher who is an eligible teacher under sub-sub-subdivision a.3., b.3., or c.3. of subdivision (1) of subsection (b) of this section may receive a bonus under both subdivision (c)(3) and subdivision (d)(3) of this section but shall not receive more than two bonuses pursuant to subdivisions (c)(3) and (d)(3) of this section in any given school year.

SECTION 7A.2.(f) Bonuses Not Compensation. – Bonuses awarded to a teacher pursuant to this section shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive. Notwithstanding G.S. 135-1(7a), the bonuses awarded under this section are not compensation under Article 1 of Chapter 135 of the General Statutes, Retirement System for Teachers and State Employees.

SECTION 7A.2.(g) Study and Report. – 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 and the amount of bonuses awarded 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, 2023. The report shall include, at a minimum, the following information:
1. Average bonus amount awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision a.1., b.1., or c.1. of subdivision (1) of subsection (b) of this section.
2. The percentage of teachers who received a bonus pursuant to this section and were eligible to receive a bonus for teaching in the same grade level in both January 2019 and January 2020 pursuant to one of the following programs:

  a. The Third Grade Read to Achieve Teacher Bonus Program provided in Section 8.8C of S.L. 2017-57, as amended by Section 2.10 of S.L. 2017-97 and Section 8.10 of S.L. 2018-5.

  b. The Fourth and Fifth Grade Reading Teacher Bonus Program provided in Section 8.8D of S.L. 2017-57, as amended by Section 8.11 of S.L. 2018-5.

  c. The Fourth to Eighth Grade Math Teacher Bonus Program provided in Section 8.8E of S.L. 2017-57, as amended by Section 8.12 of S.L. 2018-5.

3. The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level in either January 2019 or January 2020 pursuant to one of the programs listed in sub-subdivision a., b., or c. of subdivision (2) of this subsection.

4. The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level in both January 2019 and January 2020 pursuant to one of the programs listed in sub-subdivision a., b., or c. of subdivision (2) of this subsection.

5. The statistical relationship between a teacher receiving a bonus in January 2023 pursuant to this section and receiving a bonus pursuant to a predecessor bonus program in January 2019 and January 2020. For purposes of this subdivision, the following are predecessor programs:

  a. The Third Grade Read to Achieve Teacher Bonus Program is the predecessor program to bonuses awarded pursuant to subdivision (c)(1) and subdivision (d)(1) of this section.

  b. The Fourth and Fifth Grade Reading Teacher Bonus Program is the predecessor program to bonuses awarded pursuant to subdivision (c)(2) and subdivision (d)(2) of this section.

  c. The Fourth to Eighth Grade Math Teacher Bonus Program is the predecessor program to bonuses awarded pursuant to subdivision (c)(3) and subdivision (d)(3) of this section.

6. The distribution of statewide and local growth bonuses awarded pursuant to this section as among qualifying public school units and, where applicable, schools within those units.

Report Findings
1. **Average bonus amount awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision a.1., b.1., or c.1. of subdivision (1) of subsection (b) of this section.**

   Third-Grade Reading Bonus (State Growth Bonus): There were 1,433 teachers across the State who were eligible for the third-grade reading bonus.   There were $5,000,000 dollars appropriated for this bonus which means the average amount for the bonus was $3,489 ($3,241.06 for the bonus and $247.94 for required social security payments). Third-Grade Reading Bonus (Local Growth Bonus): There were 1,343 teachers across the State who were eligible for the third-grade reading bonus. The statute directs that these funds shall be divided proportionally based on average daily membership in third grade for each local school administrative unit and then distributed equally among qualifying third-grade reading teachers in each local school administrative unit. This process results in a different local growth bonus for each LEA but maintains a maximum bonus of $3,500 regardless of the proportional distribution. Given these parameters, the average local growth bonus payout for these 1,344 teachers was $3,402.99. The range of bonuses for the LEAs was a minimum bonus amount of $1,994.67 and a maximum of $3,500. It should be noted that this method of proportional distribution results in $426,383 of the total funding (8.5%) to be unallocated to the bonus recipients. In other words, an LEA's allotment under the proportional distribution might have been $100,000 and the number of teachers in the top 25% was 20. The bonus amount for those teachers would be $5,000, which exceeds the maximum bonus of $3,500. The extra $1,500 does not get distributed to other teachers in that district, or other districts. If the intent of the General Assembly is to maximize the allocation of the total funding for the local growth bonus to qualifying teachers, the proportional distribution methodology should account for the maximum allowable bonus of $3,500.

2. **The percentage of teachers who received a bonus pursuant to this section and were eligible to receive a bonus for teaching in the same grade level in both January 2019 and January 2020 pursuant to one of the following programs:**
   a. **The Third Grade Read to Achieve Teacher Bonus Program provided in Section 8.8C of S.L. 2017-57, as amended by Section 2.10 of S.L. 2017-97 and Section 8.10 of S.L. 2018-5.**
   b. **The Fourth and Fifth Grade Reading Teacher Bonus Program provided in Section 8.8D of S.L. 2017-57, as amended by Section 8.11 of S.L. 2018-5.**
   c. **The Fourth to Eighth Grade Math Teacher Bonus Program provided in Section 8.8E of S.L. 2017-57, as amended by Section 8.12 of S.L. 2018-5.**

a. **Third Grade Read to Achieve Teacher Bonus Program** – In January 2023, there were 1,433 teachers who were eligible for a **statewide** bonus in third-grade reading. Of these teachers, 1,219 (85.1%) qualified and received a statewide bonus. Of the bonus recipients, 140 teachers (11.5%) were eligible for a statewide third-grade reading bonus

in January 2019 and January 2020. While this percentage may seem low, it is important to understand this percentage in context. From the 1,428 teachers who were eligible for a statewide bonus in January 2019, 1,078 (75.5%) returned to teach third-grade reading in the following year. Of those who did return, 459 (42.6%) of the teachers who were eligible for a bonus in January 2019 were also eligible in January 2020. Similarly, of those 459 teachers who were eligible for a third-grade reading bonus in January 2019 and January 2020, 274 (59.7%) of those teachers were teaching third-grade reading in the 2022-2023 school year. Once one accounts for the mobility and/or attrition of teachers from third-grade reading, one finds that 140 (51.1%) teachers, of the 274 who could possibly have been eligible for a bonus in all three years, received the bonus in January 2023.

To qualify for and receive a **local bonus** in third-grade reading, a teacher must achieve an EVAAS score that is in the top 25% of his/her respective LEA and remain employed in that LEA until January 2023. There were 1,343 third grade teachers who were eligible for a local bonus in January 2023. Of these 1,343 teachers, 1,130 (84.1%) qualified and received the local bonus. Of these bonus recipients, 130 teachers (11.5%) were eligible to receive a local bonus in January 2019 and January 2020. There were 1,357 teachers who were eligible for the local bonus in third-grade reading in January 2019. Of these eligible teachers, 1,037 (76.4%) returned to teach third-grade reading in the 2019-2020 school year (in an LEA). Of those teachers who did return to the third grade in 2019-2020, 437 (42.1%) were eligible for a bonus in January 2020. Of those 437 teachers who were eligible for a local bonus in January 2019 and January 2020, 249 teachers (57.0%) returned to third-grade reading classes in the 2021-2022 school year. Once one accounts for the mobility and/or attrition of teachers from third-grade reading, one finds that 130 teachers (52.2%), of the 249 teachers who could possibly have been eligible for a local bonus in all three years, received a local bonus in January 2023. This analytic approach will be presented in a table at the end of this section.

b.   Fourth and Fifth Grade Reading Bonus Program -
The analysis of the fourth- and fifth-grade reading bonuses will be presented in a table that conforms to the analytic approach described above for third-grade reading.

c.   Fourth through Eighth Grade Mathematics Bonus Program
The analysis of the fourth- through eighth-grade mathematics bonuses will be presented in a table that conforms to the analytic approach described above for third-grade reading.

Table 1. Number of eligible teachers in each bonus program, the number and percentage of teachers who qualified for and received the bonus and the number and percentage of bonus recipients in January 2023 who were eligible for the bonus in both January 2019 and January 2020.

Bonus Program	Number of Teachers Eligible in 2023	Teachers Qualified/Received Bonus in 2023		Teachers Qualified/Received Bonus in 2023 and Eligible in 2019 and 2020	
		Count	Percentage	Count	Percentage
3rd Reading – State	1,433	1,219	85.1%	140	11.5%
3rd Reading – Local	1,343	1,130	84.1%	130	11.5%
4th Reading – State	1,057	886	83.8%	72	8.1%
4th Reading – Local	961	827	86.1%	70	8.5%
5th Reading – State	870	745	85.6%	68	9.1%
5th Reading – Local	788	683	86.7%	75	11.0%
4th Math – State	1,030	869	84.4%	130	15.0%
4th Math – Local	951	823	86.5%	129	15.7%
5th Math – State	840	716	85.2%	128	17.9%
5th Math – Local	778	679	87.3%	115	16.9%
6th Math – State	505	429	85.0%	111	25.9%
6th Math – Local	451	395	87.6%	92	23.3%
7th Math – State	521	429	82.3%	89	20.7%
7th Math – Local	459	389	84.7%	76	19.5%
8th Math – State	457	390	85.3%	86	22.1%
8th Math – Local	419	362	86.4%	76	21.0%

Table 2. Cohort analysis, by grade and subject, of teachers who were eligible for EVAAS bonuses in January 2019 and January 2020 and received a bonus in January 2023.

	Jan-19		Jan-20		Jan-23			Of Those Remaining in Subject/Grade for 2021-2022	
State Bonus – 3rd Grade Reading	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	1,428	100.0%	459	32.1%	152	33.1%	**Received Bonus**	140	51.1%
Bonus Ineligible			619	43.3%	122	26.6%	**Unqualified**	134	48.9%
No Longer in Grade/Subject			350	24.5%	185	40.3%			
Local Bonus – 3rd Grade Reading	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	1,357	100.0%	437	32.2%	144	33.0%	**Received Bonus**	130	52.2%
Bonus Ineligible			600	44.2%	105	24.0%	**Unqualified**	119	47.8%
No Longer in Grade/Subject			320	23.6%	188	43.0%			
State Bonus – 4th Grade Reading	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	1,100	100.0%	345	31.4%	81	31.4%	**Received Bonus**	72	41.4%
Bonus Ineligible			437	39.7%	93	27.0%	**Unqualified**	102	58.6%
No Longer in Grade/Subject			318	28.9%	171	49.6%			

Local Bonus – 4th Grade Reading	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	1,036	100.0%	333	32.1%	79	23.7%	Received Bonus	70	43.5%
Bonus Ineligible			411	39.7%	82	24.6%	Unqualified	91	56.5%
No Longer in Grade/Subject			292	28.2%	172	51.7%			

State Bonus – 5th Grade Reading	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	904	100.0%	305	33.7%	78	25.6%	Received Bonus	68	42.0%
Bonus Ineligible			360	39.8%	84	27.5%	Unqualified	94	58.0%
No Longer in Grade/Subject			239	26.4%	143	46.9%			

Local Bonus – 5th Grade Reading	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	853	100.0%	272	31.9%	84	30.9%	Received Bonus	75	50.0%
Bonus Ineligible			346	40.6%	66	24.3%	Unqualified	75	50.0%
No Longer in Grade/Subject			235	27.6%	122	44.9%			

State Bonus – 4th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	1,070	100.0%	425	39.7%	142	33.4%	Received Bonus	130	55.3%
Bonus Ineligible			367	34.3%	93	21.9%	Unqualified	105	44.7%
No Longer in Grade/Subject			278	26.0%	190	44.7%			

Local Bonus – 4th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	1,007	100.0%	416	41.3%	143	34.4%	**Received Bonus**	129	58.1%
Bonus Ineligible			337	33.5%	79	19.0%	**Unqualified**	93	41.9%
No Longer in Grade/Subject			254	25.2%	194	46.6%			

State Bonus – 5th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	876	100.0%	376	42.9%	142	37.8%	**Received Bonus**	128	57.4%
Bonus Ineligible			297	33.9%	81	21.5%	**Unqualified**	95	42.6%
No Longer in Grade/Subject			203	23.2%	153	40.7%			

Local Bonus – 5th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	824	100.0%	345	41.9%	126	36.5%	**Received Bonus**	115	58.7%
Bonus Ineligible			289	35.1%	70	20.3%	**Unqualified**	81	41.3%
No Longer in Grade/Subject			190	26.1%	149	43.2%			

State Bonus – 6th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	512	100.0%	276	53.9%	126	45.7%	**Received Bonus**	111	62.4%
Bonus Ineligible			126	24.6%	52	18.8%	**Unqualified**	67	37.6%
No Longer in Grade/Subject			110	21.5%	98	35.5%			

Local Bonus – 6th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	477	100.0%	231	48.4%	102	44.2%	**Received Bonus**	92	63.0%
Bonus Ineligible			132	27.7%	44	19.1%	**Unqualified**	54	37.0%
No Longer in Grade/Subject			114	23.9%	85	36.8%			

State Bonus – 7th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	498	100.0%	226	45.4%	100	44.3%	Received Bonus	89	63.6%
Bonus Ineligible			138	27.7%	40	17.7%	Unqualified	51	36.4%
No Longer in Grade/Subject			134	26.9%	86	38.1%			

Local Bonus – 7th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	451	100.0%	185	41.0%	86	46.5%	Received Bonus	76	64.4%
Bonus Ineligible			134	29.7%	32	17.3%	Unqualified	42	35.6%
No Longer in Grade/Subject			132	29.3%	67	36.2%			

State Bonus – 8th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	421	100.0%	222	52.7%	99	44.6%	Received Bonus	86	62.3%
Bonus Ineligible			115	27.3%	39	17.6%	Unqualified	52	37.7%
No Longer in Grade/Subject			84	20.0%	84	37.8%			

Local Bonus – 8th Grade Math	Count	Percentage	Count	Percentage	Count	Percentage		Count	Percentage
Bonus Eligible	406	100.0%	193	47.5%	86	44.6%	Received Bonus	76	63.3%
Bonus Ineligible			128	31.5%	34	17.6%	Unqualified	44	36.7%
No Longer in Grade/Subject			85	20.9%	73	37.8%			

3. **The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level in either January 2019 or January 2020 pursuant to one of the programs listed in sub-subdivision a., b., or c. of subdivision (2) of this subsection.**

   a. **Third Grade Read to Achieve Teacher Bonus Program –** In this section, the report focuses on the number and percentage of teachers, who qualified for and received a bonus in the either the January 2019 or January 2020 bonus programs, and also qualified for and received a bonus in January 2023. This analysis only includes those teachers who earned the bonus in one of the prior award years, but not both. Teachers who received a bonus in both January 2019 and January 2020 will be analyzed in the following section. The report does include those teachers who received a bonus in January 2023 and qualified for and received a bonus in either January 2019 or January 2020 but were not employed as a third-grade teacher in one of the prior years (2019 or 2020).

   In January 2023, there were 748 teachers who participated (received an EVAAS score) in the January 2023 bonus program, who participated in at least one predecessor bonus program (statewide), and qualified for and received a bonus in one of the prior years (2019 or 2020). Of these 748 teachers, 270 teachers (36.1%) qualified for and received a state bonus in January 2023. These 270 teachers represent 22.1% of the 1,219 bonus recipients in January 2023.

   In January 2023, there were 749 teachers who participated in the January 2023 local bonus program, who participated in at least one predecessor bonus program (local), and qualified for and received a local bonus in one of the prior years (2019 or 2020). Of these 749 teachers, 268 teachers (35.8%) qualified for and received a local bonus in January 2023. These 268 teachers represent 23.7% of the 1,130 bonus recipients in January 2023.

   The results of the analyses above are presented in Table 3 below.

   b. **Fourth and Fifth Grade Reading Bonus Program** -
   The analysis of the fourth and fifth grade reading bonuses will be presented in a table that conforms to the analytic approach described above for third-grade reading.

   c. **Fourth through Eighth Grade Mathematics Bonus Program**
   The analysis of the fourth through eighth grade mathematics bonuses will be presented in a table that conforms to the analytic approach described above for third-grade reading.

Table 3. The number and percentage of teachers who qualified for and received a bonus in January 2023 who qualified for and received a bonus in **either** January 2019 or January 2020.

Bonus Program	Teachers Qualified/Received Bonus in 2023	Teachers who Participated in Prior Bonuses and Qualified in One Prior Year	Teachers who Qualified/Received Bonus in 2023 and Qualified in One Prior Year	Percentage of all 2023 Bonus Recipients	Percentage of Teachers who Qualified/Received Bonus in 2023 and Qualified in One Prior Year
	A	B	C	(C)/(A)	(C)/(B)
3rd Reading – State	1,219	748	270	22.1%	36.1%
3rd Reading – Local	1,130	749	268	23.7%	35.8%
4th Reading – State	886	576	213	24.0%	37.0%
4th Reading – Local	827	549	213	25.8%	38.8%
5th Reading – State	745	500	190	25.5%	38.0%
5th Reading – Local	683	467	168	24.6%	36.0%
4th Math – State	869	571	229	26.4%	40.1%
4th Math – Local	823	557	236	28.7%	42.4%
5th Math – State	716	454	195	27.2%	43.0%
5th Math – Local	679	457	199	29.3%	43.5%
6th Math – State	429	217	104	24.2%	47.9%
6th Math – Local	395	215	101	25.6%	47.0%
7th Math – State	429	261	115	26.8%	44.1%
7th Math – Local	389	257	116	29.8%	45.1%
8th Math – State	390	190	87	22.3%	45.8%
8th Math – Local	362	189	83	22.9%	43.9%

4. **The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level in both January 2019 and January 2020 pursuant to one of the programs listed in sub-subdivision a., b., or c. of subdivision (2) of this subsection.**

   a. **Third Grade Read to Achieve Teacher Bonus Program –** In this section, the report focuses on the number and percentage of teachers, who qualified for and received a bonus in both the January 2019 and January 2020 bonus programs, and qualified for and received a bonus in January 2023. This analysis only includes those teachers who earned the bonus in both prior years (January 2019 and January 2020) in the bonus program of the same grade and subject.

   There were 264 teachers who participated in the January 2023 bonus program, who participated in both predecessor bonus programs (statewide), and qualified for and received a bonus in both prior years (2019 and 2020). Of these 264 teachers, 149 teachers (56.4%) qualified for and received a state bonus in January 2023. These 149 teachers represent 12.2% of the 1,219 bonus recipients in the most recent program.

   There were 240 teachers who participated in the January 2023 local bonus program, who participated in both predecessor bonus programs (local), and qualified for and received a local bonus in both prior years (2019 and 2020). Of these 240 teachers, 134 teachers (55.8%) qualified for and received a local bonus in January 2023. These 134 teachers represent 11.9% of the 1,130 bonus recipients in January 2023.

   The results of the analyses above are presented in Table 4 below.

   b. **Fourth and Fifth Grade Reading Bonus Program** -
   The analysis of the fourth and fifth grade reading bonuses will be presented in a table that conforms to the analytic approach described above for third-grade reading.

   c. **Fourth through Eighth Grade Mathematics Bonus Program**
   The analysis of the fourth through eighth grade mathematics bonuses will be presented in a table that conforms to the analytic approach described above for third-grade reading.

Table 4. The number and percentage of teachers who qualified for and received a bonus in January 2023 who qualified for and received a bonus in **both** January 2019 and January 2020.

Bonus Program	Teachers Qualified/Received Bonus in 2023	Teachers who Participated in Prior Bonuses and Qualified in Both Prior Years	Teachers who Qualified/Received Bonus in 2023 and Qualified in Both Prior Years	Percentage of all 2023 Bonus Recipients	Percentage of Teachers who Qualified/Received Bonus in 2023 and Qualified in Both Prior Years
	A	B	C	(C)/(A)	(C)/(B)
3rd Reading – State	1,219	264	149	12.2%	56.4%
3rd Reading – Local	1,130	240	134	11.9%	55.8%
4th Reading – State	886	188	90	10.2%	47.9%
4th Reading – Local	827	176	86	10.4%	48.9%
5th Reading – State	745	167	84	11.3%	50.3%
5th Reading – Local	683	159	91	13.3%	57.2%
4th Math – State	869	267	160	18.4%	59.9%
4th Math – Local	823	258	168	20.4%	65.1%
5th Math – State	716	238	151	21.1%	63.5%
5th Math – Local	679	215	139	20.5%	64.7%
6th Math – State	429	204	125	29.1%	61.3%
6th Math – Local	395	174	115	29.1%	66.1%
7th Math – State	429	144	92	21.4%	63.9%
7th Math – Local	389	129	87	22.4%	67.4%
8th Math – State	390	151	95	24.4%	62.9%
8th Math – Local	362	129	85	23.5%	65.9%

5. **The statistical relationship between a teacher receiving a bonus in January 2023 pursuant to this section and receiving a bonus pursuant to a predecessor bonus program in January 2019 and January 2020. For purposes of this subdivision, the following are predecessor programs:**

    a. **The Third Grade Read to Achieve Teacher Bonus Program is the predecessor program to bonuses awarded pursuant to subdivision (c)(1) and subdivision (d)(1) of this section.**

    b. **The Fourth and Fifth Grade Reading Teacher Bonus Program is the predecessor program to bonuses awarded pursuant to subdivision (c)(2) and subdivision (d)(2) of this section.**

    c. **The Fourth to Eighth Grade Math Teacher Bonus Program is the predecessor program to bonuses awarded pursuant to subdivision (c)(3) and subdivision (d)(3) of this section.**

In order to determine the statistical relationship between receiving a bonus in January 2023 and receiving a bonus in both of the prior years of the bonus program (2019 and 2020), NCDPI fit a probit regression model to estimate the probability of receiving a bonus in January 2023 conditional on having received the bonus in the prior two years of the program. The estimated probability of this event is, in itself, not informative without estimated probabilities for other conditions. In order to provide the necessary context, NCDPI also estimated the probability of receiving a bonus in January 2023 conditional on receiving one bonus (either 2019 or 2020), or receiving no bonus (but participating in 2019 and 2020), in the prior two years of the bonus program. Furthermore, NCDPI tested whether the differences in probabilities for these three categories of teachers are statistically significant. NCDPI shall apply this methodology to all three bonus programs listed above for the statewide bonuses and the local bonuses. The results of these analyses can be found in Table 5.

Table 5. Estimated probabilities of receiving a bonus in January 2023, conditional on earning two, one, or zero bounces in the prior two years of the bonus program.

Bonus Program	Estimated Probability if No Prior Bonus Earned		Estimated Probability if One Prior Bonus Earned		Estimated Probability if Two Prior Bonuses Earned	
	Probability	Std. Error	Probability	Std. Error	Probability	Std. Error
3rd Reading – State	26.2%	0.014	35.9%*	0.020	56.4%*	0.031
3rd Reading – Local	26.8%	0.015	35.5%*	0.020	55.8%*	0.032
4th Reading – State	24.8%	0.016	36.8%*	0.023	47.9%*	0.036
4th Reading – Local	24.7%	0.017	39.4%*	0.024	48.8%*	0.038
5th Reading – State	24.2%	0.018	35.8%*	0.025	50.3%*	0.039
5th Reading – Local	25.0%	0.018	33.8%*	0.025	57.2%*	0.039
4th Math – State	24.8%	0.016	41.2%*	0.023	60.0%*	0.030
4th Math – Local	26.0%	0.017	40.1%*	0.024	65.1%*	0.030
5th Math – State	23.8%	0.017	43.1%*	0.026	63.4%*	0.031
5th Math – Local	26.8%	0.018	41.6%*	0.027	64.7%*	0.033
6th Math – State	27.5%	0.022	45.8%*	0.039	61.3%*	0.034
6th Math – Local	27.7%	0.023	45.5%*	0.039	66.1%*	0.036
7th Math – State	24.8%	0.022	47.8%*	0.035	63.9%*	0.040
7th Math – Local	25.2%	0.024	44.8%*	0.036	67.4%*	0.041
8th Math – State	25.7%	0.023	41.3%*	0.040	62.9%*	0.039
8th Math – Local	25.6%	0.025	44.6%*	0.040	65.9%*	0.042

* indicates difference between the estimate and immediately preceding estimate is statistically significant at $p<0.05$

6. **The distribution of statewide and local growth bonuses awarded pursuant to this section as among qualifying public school units and, where applicable, schools within those units.**

The distribution table of statewide and local growth bonuses can be accessed at the following URL: https://ncdpi.tiny.us/EVAASBonus