



**NORTH CAROLINA**  
State Board of Education  
Department of Public Instruction

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# Report to the North Carolina General Assembly

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NCGA Report: Consolidated Teacher  
Bonus Program Study and Report for  
2022-2023

*House Bill 259, 2023*

*Section 7A.3 (j)*

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**March 15, 2024, initial report submitted**  
**September 15, 2024, updated report submitted**

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**Report to the North Carolina General Assembly:  
 Consolidated Teacher Bonus Program Study and Report for 2022-2023  
 House Bill 259, 2023  
 Section 7A.3 (j)**

This report responds to the requirements of the legislation which establishes that “the State Board of Education shall study the effect of the bonus 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 of each year of the 2023-2025 fiscal biennium.”

This report includes information from the Office of Advanced Learning and Gifted Education, the Office of Career and Technical Education, and the Office of Licensure and Educator Preparation with data analysis provided from the Office of Learning Recovery. ***The data presented in this report are descriptive in nature. Any analyses conducted by NCDPI staff are correlational and do not indicate a causal relationship between the bonus monies and any measure of teacher effectiveness, retention, or other outcomes of interest. Any statements in this report that give the impression of a causal relationship are unintended and are not supported by the methodology used to determine these relationships.***

The following table reviews the report requirements and indicates where the information is addressed:

Report Requirement	Page
(1) <u>Number of students enrolled and taking examinations</u> in each of the following categories of courses: a. Advanced Placement. b. International Baccalaureate Diploma Programme. c. Cambridge AICE program. d. Courses needed for the attainment of an industry certification or credential.	Table 1, Page 3
(2) Number of students receiving outcomes on examinations resulting in the award of a bonus for a teacher in each category of courses identified in sub-subdivision a. of subdivision (1) of this subsection.	Table 1, Page 3
(3) Number of teachers receiving a bonus in each category of courses identified in sub-subdivision a. of subdivision (1) of this subsection.	Table 2, Page 4

<p>(4) The amounts awarded to teachers for each category of courses identified in sub-subdivision a. of subdivision (1) of this subsection.</p>	<p>Table 2, Page 4</p>
<p>(5) The type of industry certifications and credentials earned by the students, the value ranking for each certification and credential, the number of bonuses earned for each certification or credential, and the total bonus amount awarded for each certification or credential.</p>	<p>Tables 3, 4, 5, Pages 5-12 Table 6, Pages 12-19</p>
<p>(6) 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 (3) of subsection (b) of this section.</p>	<p>Table 2, Page 4</p>
<p>(7) 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 or course in January 2022 or January 2023, or both, where applicable, pursuant to one of the following programs:</p> <ul style="list-style-type: none"> <li>a. The Advanced Course and CTE Bonus Program provided in Section 7A.4 of S.L. 2021-180.</li> <li>b. The Growth-Based Teacher Bonus Program is provided in Section 7A.2 of S.L. of 2022-74.</li> </ul>	<p>Table 7, Page 19</p>
<p>(8) The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level or course in either January 2022 or January 2023 pursuant to one of the programs listed in subdivision (7) of this subsection.</p>	<p>Table 8, Page 20</p>
<p>(9) The percentage of teachers who received a bonus pursuant to this section and received a bonus for teaching in the same grade level or course in January 2022 or January 2023, or both, where applicable, pursuant to one of the programs listed subdivision (7) of this subsection.</p>	<p>Table 8, Page 20</p>
<p>(10) The statistical relationship between a teacher receiving a bonus in January 2024 or 2025 pursuant to this section and receiving a bonus pursuant to a predecessor bonus program.</p>	<p>Pages 21-25, with Appendix, Pages 26-34</p>
<p>(11) 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.</p>	<p>Figure 1, Page 20 Figure 2, Page 21</p>

**Report Requirement 1 and 2 for Advanced Coursework and CTE Bonus Programs:  
Number of students enrolled and taking examinations in 2022-2023**

**Table 1**

Category	Student enrollment	Student exam takers	Number of students with at least one qualifying exam score
Advanced Placement (AP)	80,593	75,249	45,510
International Baccalaureate (IB)	4,336	2,793	2,009
Cambridge International Education (CIE)	608	427	316
Courses needed to attain industry certification or credential (CTE)	151,154	Unable to determine*	40,265

*Data sources: NC SIS, College Board, International Baccalaureate, Cambridge International, NCDPI Testing and Accountability*

\*All students enrolled in courses with aligned credentials are encouraged to attempt to meet the credentials requirements. In some cases, students have multiple attempts. Student attempts are not tracked within NC CTE data collection processes.

**Report Requirement 3 and 4 for Advanced Coursework and CTE Bonus Programs:  
Number of teachers receiving a bonus in each category of courses, Bonus amounts awarded, and Average bonus amount awarded**

In January 2024, 3,145 teachers received a bonus for qualifying exams in Advanced Placement, International Baccalaureate, and Cambridge International Programs totaling \$3,307,292 awarded. On average, \$1,055 is awarded in bonuses to teachers with qualifying scores. Since 2022, the number of teachers receiving the bonus has remained about the same, yet the total amount of bonuses awarded increased each year from 2022 to 2024. Financial records do not distinguish between the Advanced Placement, International Baccalaureate, and Cambridge International programs. All content areas are included in the same budget code.

In January 2024, 1,499 Career and Technical Education (CTE) teachers received a bonus for credentials earned by students with a total of \$1,359,535 awarded. On average in January 2024, \$907 was awarded in bonuses to teachers whose students earn credentials through the CTE program. The

number of teachers receiving the bonus and the total amount of bonuses awarded increased from 2022 to 2024.

**Table 2**

<b>Program</b>	<b>Year</b>	<b>Number of teachers receiving a bonus</b>	<b>Bonus amount awarded to teachers</b>	<b>Average</b>
AP/IB/CIE	2024	3,145	\$3,318,442	\$1,055
	2023	3,115	\$2,954,494	\$948
	2022	3,147	\$2,653,394	\$843
CTE	2024	1,499	\$1,359,535	\$907
	2023	1,477	\$1,225,584	\$830
	2022	1,115	\$654,438	\$587

*Data source: NCDPI Finance and Business Services*

**Report Requirement 5 for CTE Bonus Program:  
 Overview of industry-recognized credentials and the tiering process  
 Number and total amount of bonuses earned for each certification or credential**

The Department of Public Instruction collaborated with the Department of Commerce’s Labor and Economic Analysis Division (LEAD) to identify the academic rigor and employment value of the industry recognized credentials earned by secondary students in Career and Technical Education (CTE) programs during the 2015-16 school year. Based on the data gathered, in December 2016, the State Board of Education approved a bonus program based on three tiers of credentials. Those credentials with both high academic rigor and employment value were designated as Tier 3 and eligible for a bonus of \$50 each. Tier 2 credentials have either high academic rigor or high employment value and will receive a \$25 bonus. Tier 1 credentials, while still valuable to students, did not have either high academic rigor or high employment value and therefore, are not eligible for teacher bonus pay.

Employment value was calculated based on the entry wages, employment growth rate and the projected number of job openings for the primary occupation of each credential earned. The process was similar to the methodology used by LEAD in the Star Job Ratings reporting. DPI and LEAD used

several data sources to match occupations with credentials. However, the alignment process is not a perfect science. Many credentials earned can be aligned with more than one occupation or group of occupations. The CTE Credential Tier Designation is re-evaluated annually. Tables 3, 4, and 5 detail the 2022-2023 assignment of each credential type to a Tier based on the methodology used by DPI and LEAD. Table 6 details the number of bonuses earned for each industry certification or credential, and the total bonus amount awarded for each certification or credential.

**Table 3: 2022-2023 Tier 1 Credentials**

<b>2022-2023 Tier 1 Credentials Teacher Credential Payment=\$0.00</b>		
<b>Agricultural Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
AA21	Animal Science I	NC Beef Quality Assurance
		Youth for the Quality Care of Animals (YQCA) Certification
AA22	Animal Science II - Food Animal	National Beef Quality Assurance Cow/Calf Certification
		National Beef Quality Assurance Feedyard Certification
		NC Beef Quality Assurance
		Youth for the Quality Care of Animals (YQCA) Certification
AN51	Natural Resources I	NC Hunter Safety Course
AN52	Natural Resources II	NC Hunter Safety Course
AS31	Agricultural Mechanics I	National SafeTractor and Machinery Operation Certification
		OSHA 10-Hour General Industry (Agriculture) Certification
AS32	Agricultural Mechanics II	National SafeTractor and Machinery Operation Certification
		OSHA 10-Hour General Industry (Agriculture) Certification
AU10	Agriscience Applications	National SafeTractor and Machinery Operation Certification
		NC Hunter Safety Course
AU11	Agricultural Production I	Youth for the Quality Care of Animals (YQCA) Certification
		National SafeTractor and Machinery Operation Certification
		NC Beef Quality Assurance
AU12	Agricultural Production II	Youth for the Quality Care of Animals (YQCA) Certification
		NC Beef Quality Assurance
AU22	Sustainable Agriculture Production II	Certified Level Beekeeper
<b>Business, Finance, and Marketing Education</b>		

Course Number	Course Title	Credential Name
CS12	Project Management II	PMI Project Management Ready Certification
ME11	Entrepreneurship I	Venture Entrepreneurial Expedition
ME12	Entrepreneurship II	Entrepreneurship and Small Business Certification Exam
		Venture Entrepreneurial Expedition
<b>Career Development Education</b>		
Course Number	Course Title	Credential Name
CC45	Career Management	Conover Credential Workplace Readiness
		Express Employment Prof Career Preparedness Cert
		Microburst Soft Skills for Success
<b>Computer Science and Information Technology Education</b>		
Course Number	Course Title	Credential Name
BM10	Microsoft Word and PowerPoint	Microsoft Office Specialist 2019 or above PowerPoint
		Microsoft Office Specialist 2019 or above Word
BM20	Microsoft Excel	Microsoft Office Specialist 2019 or above Excel Core
<b>Family and Consumer Sciences Education</b>		
Course Number	Course Title	Credential Name
FA32	Apparel and Textile Production II	Pre-PAC in Fashion, Textiles, and Apparel
FC14	Counseling and Mental Health II	Pre-PAC in Family and Community Services
FE11	Early Childhood Education I	CPR/AED
		First Aid
FE12	Early Childhood Education II	CPR/AED
		First Aid
FE21	Teaching as a Profession I	Basic School Age Care (BSAC)
FH13	Culinary Arts and Hospitality III	Pre-PAC in Culinary Arts
FI22	Interior Design Studio	Pre-PAC in Interior Design Fundamentals
FN41	Food and Nutrition I	ANSI-Accredited Food Handler Certificate
FN42	Food and Nutrition II	Pre-PAC in Nutrition, Food, and Wellness
FN43	Food Science and Technology	Pre-PAC in Food Science Fundamentals
<b>General Education</b>		
Course Number	Course Title	Credential Name
CN97	NAFTrack Certification	NAFTrack
<b>Health Science Education</b>		
Course Number	Course Title	Credential Name
HB12	Biomedical Technology II	OSHA 10-Hour Industry Certification (Healthcare)
HL21	Biomedical Innovations	OSHA 10-Hour Industry Certification (Healthcare)
HP70	PLTW Principles of Biomedical Sciences	Stop the Bleed



HP71	PLTW Human Body Systems	CPR/AED First Aid
HU40	Health Science I	First Aid
HU42	Health Science II	OSHA 10-Hour Industry Certification (Healthcare) Stop the Bleed Basic Life Support
Trade, Technology, Engineering, and Industrial Education		
Course Number	Course Title	Credential Name
IC00	Construction Core	OSHA 10-Hour Construction Industry Certification
ID10	Drone Technology Fundamentals	FAA Trust
ID11	Drone Technology I	NCDOT NC UAS Operator Permit
ID12	Drone Technology II	Esri Drone2Map
IL53	Marine Occupations I	North Carolina Boater Education Certificate
IM11	Advanced Manufacturing I	OSHA 10-Hour General Industry (Manufacturing) Certification
IM21	Woodworking I	OSHA 10-Hour Construction Industry Certification
IM22	Woodworking II	OSHA 10-Hour Construction Industry Certification
IM61	Welding Technology I	OSHA 10-Hour Construction Industry Certification S/P2 - Welding Safety and Pollution Prevention
IP11	Public Safety I	Law and Public Safety Introductory Competency
IP12	Public Safety II	Community Emergency Response Team (CERT)
IP21	Emergency Medical Technology I	Basic Life Support Stop the Bleed
IP31	Firefighter Technology I	NCOSFM - Firefighter Technology I
IP32	Firefighter Technology II	NCOSFM - Firefighter Technology II
IP33	Firefighter Technology III	NCOSFM - Firefighter Technology III
IT11	Automotive Service Fundamentals	S/P2 Automotive Service Pollution Prevention S/P2 Automotive Service Safety
IT30	Collision Repair Fundamentals	S/P2 Collision Repair and Refinish - Pollution Prevention S/P2 Collision Repair and Refinish Safety
TE21	Principles of Technology I	OSHA 10-Hour Industry Certification
TE22	Principles of Technology II	OSHA 10-Hour Industry Certification

**Table 4: 2022-2023 Tier 2 Credentials**

2022-2023 Tier 2 Credentials Teacher Credential Payment=\$25.00		
Agricultural Education		
Course Number	Course Title	Credential Name
AA23	Animal Science II-Companion Animal	Canine Care and Training Program (CCTP)

AS33	Agricultural Mechanics II Small Engines	North Carolina Competency Certification
<b>Business, Finance, and Marketing Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
BA10	Accounting I	Intuit Quickbooks Certified User
BA20	Accounting II	Intuit Quickbooks Certified User
MA52	Marketing Applications	Customer Service and Sales Certification
		Fundamental Marketing Concepts
MH42	Hospitality and Tourism	Certified Guest Service Professional (CGSP)
<b>Computer Science and Information Technology Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
BN32	Network Security II	CompTIA Security+
BP16	Python Programming II	PCAP Python Certified Associate
IA11	Introduction to Graphic Communications	PrintED Introduction to Graphic Communication
IA13	Print Advertising and Design	PrintED Advertising and Design
IA32	Digital Media II	Adobe Certified Professional 2020 or above Illustrator
		Adobe Certified Professional 2020 or above InDesign
		Adobe Certified Professional 2020 or above Photoshop
II12	Cisco Network Engineering Technology II	Cisco Certified Technician (CCT) Routing and Switching
II41	Adobe Visual Design I	Adobe Certified Professional 2020 or above Illustrator
		Adobe Certified Professional 2020 or above Photoshop
II42	Adobe Visual Design II	Adobe Certified Professional 2020 or above InDesign
<b>Family and Consumer Sciences Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
FH10	Culinary Arts and Hospitality I	ANSI-Accredited Food Protection Manager Certification
FH11	Culinary Arts and Hospitality II App	ANSI-Accredited Food Protection Manager Certification
FH12	Culinary Arts and Hospitality II Int	ANSI-Accredited Food Protection Manager Certification
FN42	Food and Nutrition II	ANSI-Accredited Food Protection Manager Certification
FN43	Food Science and Technology	Food Safety and Science Certification
<b>Health Science Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
HN43	Nursing Fundamentals and Practicum	North Carolina Nurse Aide I
HN44	Fundamentals of Gerontology	Nurse Aide I - Geriatric Aide Endorsement
HN45	Public Health Fundamentals	Nurse Aide I - Home Care Aide Endorsement
<b>Trade, Technology, Engineering, and Industrial Education</b>		

<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
IC00	Construction Core	NC NCCER - Construction Core
IC11	Masonry I	NC NCCER - Masonry I
IC12	Masonry II	NC NCCER - Masonry II
IC21	Carpentry I	NC NCCER - Carpentry I
IC22	Carpentry II	NC NCCER - Carpentry II
IC41	Electrical Trades I	NC NCCER - Electrical Trades I
IC42	Electrical Trades II	NC NCCER - Electrical Trades II
IC61	Drafting I	Autodesk Certified User AutoCAD
IC71	Solar Photovoltaics I	NC NCCER - Solar Photovoltaics I
ID11	Drone Technology I	CFR 14 Part 107 UAS Remote Pilot Certification
ID12	Drone Technology II	NFPA 2400
IK68	Industrial Trade and Tech Apps	Certified Manufacturing Associate (CMfgA)
IL54	Marine Occupations II	NC NCCER Maritime Pipefitting Level 1
IL55	HVAC/R I	NC NCCER - HVAC/R I
IL56	HVAC/R II	NC NCCER - HVAC/R II
IL58	Plumbing I	NC NCCER - Plumbing I
IL59	Plumbing II	NC NCCER - Plumbing II
IL73	Marine Occupations III	NC NCCER Maritime Structural Fitting
IM11	Advanced Manufacturing I	CPT - Safety
		CPT- Maintenance Awareness
IM12	Advanced Manufacturing II	CPT - Manufacturing Processes and Production
		CPT - Quality Practices and Measurement
IM22	Woodworking II	Woodwork Career Alliance (WCA) Sawblade Certificate
IM31	Electronics I	ETA EM1
IM32	Electronics II	ETA EM4
IM33	Electronics III	ETA EM2
IM34	Electronics IV	ETA EM3
IM41	Metals Manufacturing Technology I	NIMS Measurement, Materials, and Safety
IM42	Metals Manufacturing Technology II	NIMS Job Planning, Benchwork, and Layout
IM43	Metals Manufacturing Technology III	NIMS Milling I
IM61	Welding Technology I	AWS SENSE Entry Welder Prog - Thermal Cutting Process
IM63	Welding Technology III	AWS SENSE Entry Welder Program - FCAW
		AWS SENSE Entry Welder Program - GMAW
IP11	Public Safety I	National Incident Management System
IP12	Public Safety II	NECI 911 Basic Communications
IP21	Emergency Medical Technology I	National Incident Management System
IP42	Law and Justice II	Certified Protection Officer (CPO)
IP51	Emergency Management I	NC Emergency Management I Certification
IP52	Emergency Management II	NC Emergency Management II Certification
IT17	Automotive Service II	ASE Entry-Level Certification - Maintenance and Light Repair
IT17	Automotive Service II	ASE Entry-Level Certification-Brakes

IT18	Automotive Service III	ASE Entry-Level Certification - Electrical/Electronic Systems
IT33	Collision Repair II - Refinishing	ASE Entry-Level Certification - Painting and Refinishing
IV22	Drafting II - Engineering	Autodesk Certified User Inventor
IV22	Drafting II - Engineering	Certified SolidWorks Associate (CSWA)

**Table 5: 2022-2023 Tier 3 Credentials**

2022-2023 Tier 3 Credentials Teacher Credential Payment=\$50.00		
Agricultural Education		
Course Number	Course Title	Credential Name
AA32	Equine Science II	Equine Management and Evaluation Certification
AA41	Veterinary Assisting	Certified Veterinary Assistant
		Elanco Veterinary Medical Applications Certification
AP43	Horticulture II Turf Grass Management	NC Private Pesticide Applicator
AS31	Agricultural Mechanics I	Certified Welders per Welding Code AWS D1.1
AS32	Agricultural Mechanics II	Certified Welders per Welding Code AWS D1.1
AU10	Agriscience Applications	Certified Welders per Welding Code AWS D1.1
AU11	Agricultural Production I	Certified Welders per Welding Code AWS D1.1
AU12	Agricultural Production II	NC Private Pesticide Applicator
Computer Science and Information Technology Education		
Course Number	Course Title	Credential Name
BI12	CompTIA IT Fundamentals	CompTIA IT Fundamentals Plus
BL52	Develop in Swift Explorations	App Development with Swift Associate
BL53	Develop in Swift Fundamentals	App Development with Swift Certified User
BM20	Microsoft Excel	Microsoft Office Specialist 2019 or above Excel Expert
BM40	Database Essentials	Microsoft Office Specialist 2019 or above Access
BN22	Network Administration II	CompTIA Network+ N10-008
BP20	SAS Base Programming	SAS Certified Specialist Progrmg Funds - SAS 9.4
IA32	Digital Media II	Adobe Certified Professional 2020 or above Dreamweaver
		Adobe Certified Professional 2020 or above Premiere Pro
II21	Computer Engineering Technology I	CompTIA A+ 220-1101
		CompTIA IT Fundamentals Plus
II22	Computer Engineering Technology II	CompTIA A+ 220-1102
II43	Adobe Digital Design I	Adobe Certified Professional 2020 or above Dreamweaver
II45	Adobe Video Design I	Adobe Certified Professional 2020 or above Premiere Pro

TL51	3D Modeling II	Autodesk Certified User 3DS Max
TS25	Digital Design and Animation II	Autodesk Certified User 3DS Max
		Autodesk Certified User Maya
<b>Family and Consumer Sciences Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
FE11	Early Childhood Education I	NC Early Childhood Credential (NCECC) Equivalency
FE12	Early Childhood Education II	NC Early Childhood Credential (NCECC) Equivalency
FH13	Culinary Arts and Hospitality III	Certified Fundamentals Cook (CFC)
		ProStart National Certificate of Achievement (COA)
FI23	Interior Design Technology	Autodesk Certified User Revit
<b>Health Science Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
HH32	Pharmacy Technician	CPhT Certified Pharmacy Technician
<b>Trade, Technology, Engineering, and Industrial Education</b>		
<b>Course Number</b>	<b>Course Title</b>	<b>Credential Name</b>
IC13	Masonry III	NC NCCER - Masonry III
IC23	Carpentry III	NC NCCER - Carpentry III
IC43	Electrical Trades III	NC NCCER - Electrical Trades III
IC62	Drafting II - Architectural	Autodesk Certified User Revit
IC63	Drafting III - Architectural	Autodesk Certified Professional Revit
IC72	Solar Photovoltaics II	NC NCCER - Solar Photovoltaics II
IK66	Film, Television, and Video Production I	Adobe Certified Professional 2020 or above Premiere Pro
IK67	Film TV and Video Prod II News Prod	Adobe Certified Professional 2020 or above Premiere Pro
IL57	HVAC/R III	NC NCCER - HVAC/R III
IL60	Plumbing III	NC NCCER - Plumbing III
IM14	Manufacturing Robotics	FCR-01 FANUC Certified Robot - Operator 1
IM62	Welding Technology II	AWS SENSE Entry Welder Program - SMAW
		Certified Welder per Welding Code AWS D1.1 (SMAW)
IM63	Welding Technology III	Certified Welder per Welding Code AWS D1.1 (FCAW)
		Certified Welder per Welding Code AWS D1.1 (GMAW)
IM74	SREB AC Proj in Automated Materials Join	NI Certified LabVIEW Associate Developer (CLAD)
IP21	Emergency Medical Technology I	Emergency Medical Responder (EMR)
IP22	Emergency Medical Technology II	Emergency Medical Technician - EMT
IP41	Law and Justice I	National Law Enforcement Certification SPSS
IT18	Automotive Service III	ASE - Auto Maintenance and Light Repair (Test G1)

IT32	Collision Repair II - Non-Structural	I-CAR Platinum ProLevel 1 for Non-Structural
IT33	Collision Repair II - Refinishing	I-CAR Platinum ProLevel 1 for Refinishing
IV23	Drafting III - Engineering	Autodesk Certified Professional Inventor
IV23	Drafting III - Engineering	Certified SolidWorks Professional (CSWP)
TR14	SREB AC Design for the Prod of Adv Prod	NI Certified LabVIEW Associate Developer (CLAD)
TR18	SREB AC IST Creativity and Innovations	NI Certified LabVIEW Associate Developer (CLAD)
TV14	SREB AC Clean Energy Innovations	NI Certified LabVIEW Associate Developer (CLAD)
TV24	SREB AC Adv Science and Eng Systems	NI Certified LabVIEW Associate Developer (CLAD)

Data source: NC CTE Admin

**Table 6: 2022-2023 CTE Credential Bonus Allotment by Credential**

NC SBE Approved Credential Name	Enrollment	Number Earned	Credential Tier Payment	Bonus Earned	Total Bonus Amount Awarded
Adobe Certified Professional 2020 or above Dreamweaver	780	305	\$50.00	\$15,250.00	\$10,950.00
Adobe Certified Professional 2020 or above Illustrator	12,283	6,348	\$25.00	\$158,700.00	\$121,500.00
Adobe Certified Professional 2020 or above InDesign	1,471	1,014	\$25.00	\$25,350.00	\$16,675.00
Adobe Certified Professional 2020 or above Photoshop	12,283	7,539	\$25.00	\$188,475.00	\$139,925.00
Adobe Certified Professional 2020 or above Premiere Pro	3,421	1,866	\$50.00	\$93,300.00	\$68,450.00
ANSI-Accredited Food Protection Manager Certification	21,486	3,142	\$25.00	\$78,550.00	\$59,300.00
App Development with Swift Associate	115	34	\$50.00	\$1,700.00	\$1,700.00

<b>ASE - Auto Maintenance and Light Repair (Test G1)</b>	344	37	\$50.00	\$1,850.00	\$1,650.00
<b>ASE Entry-Level Certification - Electrical/Electronic Systems</b>	344	70	\$25.00	\$1,750.00	\$1,175.00
<b>ASE Entry-Level Certification - Maintenance and Light Repair</b>	1,498	374	\$25.00	\$9,350.00	\$7,075.00
<b>ASE Entry-Level Certification-Brakes</b>	1,498	284	\$25.00	\$7,100.00	\$5,700.00
<b>Autodesk Certified User 3DS Max</b>	1,371	299	\$50.00	\$14,950.00	\$9,450.00
<b>Autodesk Certified User AutoCAD</b>	6,836	3,007	\$25.00	\$75,175.00	\$51,325.00
<b>Autodesk Certified User Inventor</b>	855	468	\$25.00	\$11,700.00	\$8,475.00
<b>Autodesk Certified User Revit</b>	1,660	991	\$50.00	\$49,550.00	\$35,750.00
<b>AWS SENSE Entry Welder Program - Flux Cored Arc Welding (FCAW)</b>	145	8	\$25.00	\$200.00	\$200.00
<b>AWS SENSE Entry Welder Program - Gas Metal Arc Welding (GMAW)</b>	145	8	\$25.00	\$200.00	\$200.00
<b>AWS SENSE Entry Welder Program - Shielded Metal Arc Welding (SMAW)</b>	591	21	\$50.00	\$1,050.00	\$300.00
<b>AWS SENSE Entry Welder Program - Thermal Cutting Process</b>	1,090	81	\$25.00	\$2,025.00	\$1,575.00

<b>Canine Care and Training Program (CCTP)_x000D_</b>	2,678	167	\$25.00	\$4,175.00	\$3,825.00
<b>Certified Fundamentals Cook (CFC)</b>	935	17	\$50.00	\$850.00	\$850.00
<b>Certified Guest Service Professional (CGSP)</b>	2,160	615	\$25.00	\$15,375.00	\$11,050.00
<b>Certified Manufacturing Associate (CMfgA)</b>	76	11	\$25.00	\$275.00	\$275.00
<b>Certified Production Technician (CPT) - Manufacturing Processes and Production</b>	297	53	\$25.00	\$1,325.00	\$1,225.00
<b>Certified Production Technician (CPT) - Quality Practices and Measurement</b>	297	74	\$25.00	\$1,850.00	\$1,750.00
<b>Certified Production Technician (CPT) - Safety</b>	882	319	\$25.00	\$7,975.00	\$7,400.00
<b>Certified Production Technician (CPT)-Maintenance Awareness</b>	882	178	\$25.00	\$4,450.00	\$4,050.00
<b>Certified Protection Officer (CPO)</b>	399	322	\$25.00	\$8,050.00	\$7,925.00
<b>Certified SolidWorks Associate (CSWA)</b>	855	21	\$25.00	\$525.00	\$200.00
<b>Certified Veterinary Assistant</b>	396	45	\$50.00	\$2,250.00	\$1,550.00



<b>Certified Welder per Welding Code AWS D1.1 (FCAW)</b>	145	4	\$50.00	\$200.00	\$200.00
<b>Certified Welder per Welding Code AWS D1.1 (GMAW)</b>	145	4	\$50.00	\$200.00	\$200.00
<b>Certified Welder per Welding Code AWS D1.1 (SMAW)</b>	591	45	\$50.00	\$2,250.00	\$1,500.00
<b>Certified Welders per Welding Code AWS D1.1</b>	7,392	164	\$50.00	\$8,200.00	\$4,450.00
<b>CFR 14 Part 107 UAS Remote Pilot Certification</b>	1,233	340	\$25.00	\$8,500.00	\$5,700.00
<b>Cisco Certified Technician (CCT) Routing and Switching</b>	69	4	\$25.00	\$100.00	\$100.00
<b>CompTIA A+ 220-1101</b>	580	66	\$50.00	\$3,300.00	\$2,150.00
<b>CompTIA A+ 220-1102</b>	175	21	\$50.00	\$1,050.00	\$800.00
<b>CompTIA IT Fundamentals+</b>	2,428	401	\$50.00	\$20,050.00	\$14,750.00
<b>CompTIA Network+ N10-008</b>	34	2	\$50.00	\$100.00	\$100.00
<b>CompTIA Security+</b>	48	2	\$25.00	\$50.00	\$25.00
<b>CPhT Certified Pharmacy Technician</b>	487	93	\$50.00	\$4,650.00	\$3,650.00
<b>Customer Service and Sales Certification</b>	1,485	273	\$25.00	\$6,825.00	\$5,500.00
<b>Elanco Veterinary Medical Applications Certification</b>	396	266	\$50.00	\$13,300.00	\$6,750.00

<b>Emergency Medical Responder (EMR)</b>	369	61	\$50.00	\$3,050.00	\$1,700.00
<b>Emergency Medical Technician - EMT</b>	239	43	\$50.00	\$2,150.00	\$1,200.00
<b>Equine Management and Evaluation Certification</b>	32	16	\$50.00	\$800.00	\$800.00
<b>ETA EM1</b>	423	97	\$25.00	\$2,425.00	\$600.00
<b>ETA EM2</b>	50	15	\$25.00	\$375.00	\$50.00
<b>ETA EM4</b>	159	51	\$25.00	\$1,275.00	\$425.00
<b>Food Safety and Science Certification</b>	269	28	\$25.00	\$700.00	\$550.00
<b>Fundamental Marketing Concepts</b>	1,485	130	\$25.00	\$3,250.00	\$2,825.00
<b>I-CAR Platinum ProLevel 1 for Non-Structural</b>	50	39	\$50.00	\$1,950.00	\$1,500.00
<b>I-CAR Platinum ProLevel 1 for Refinishing</b>	59	39	\$50.00	\$1,950.00	\$1,450.00
<b>Intuit Quickbooks Certified User</b>	5,575	219	\$25.00	\$5,475.00	\$4,425.00
<b>Microsoft Office Specialist 2019 or above Access</b>	3	2	\$50.00	\$100.00	\$100.00
<b>Microsoft Office Specialist 2019 or above Excel Expert</b>	7,275	2,803	\$50.00	\$140,150.00	\$102,000.00
<b>National Incident Management System</b>	6,351	3,136	\$25.00	\$78,400.00	\$55,675.00

<b>National Law Enforcement Certification SPSS</b>	1,829	1,026	\$50.00	\$51,300.00	\$42,650.00
<b>NC Emergency Management I Certification</b>	140	97	\$25.00	\$2,425.00	\$1,625.00
<b>NC NCCER - Carpentry I</b>	4,749	2,126	\$25.00	\$53,150.00	\$35,725.00
<b>NC NCCER - Carpentry II</b>	1,985	840	\$25.00	\$21,000.00	\$15,650.00
<b>NC NCCER - Carpentry III</b>	240	123	\$50.00	\$6,150.00	\$56,500.00
<b>NC NCCER - Construction Core</b>	13,326	6,304	\$25.00	\$157,600.00	\$110,650.00
<b>NC NCCER - Electrical Trades I</b>	1,064	400	\$25.00	\$10,000.00	\$7,450.00
<b>NC NCCER - Electrical Trades II</b>	380	153	\$25.00	\$3,825.00	\$3,150.00
<b>NC NCCER - Electrical Trades III</b>	20	9	\$50.00	\$450.00	\$450.00
<b>NC NCCER - HVAC/R I</b>	111	44	\$25.00	\$1,100.00	\$1,100.00
<b>NC NCCER - HVAC/R II</b>	32	4	\$25.00	\$100.00	\$100.00
<b>NC NCCER - Masonry I</b>	1,586	788	\$25.00	\$19,700.00	\$13,750.00
<b>NC NCCER - Masonry II</b>	659	377	\$25.00	\$9,425.00	\$6,250.00
<b>NC NCCER - Masonry III</b>	167	108	\$50.00	\$5,400.00	\$3,500.00
<b>NC NCCER - Plumbing I</b>	40	14	\$25.00	\$350.00	\$350.00
<b>NC NCCER - Plumbing II</b>	12	9	\$25.00	\$225.00	\$225.00

<b>NC Private Pesticide Applicator</b>	115	1	\$50.00	\$50.00	\$50.00
<b>NECI 911 Basic Communications</b>	1,104	536	\$25.00	\$13,400.00	\$11,050.00
<b>NFPA 2400</b>	165	106	\$25.00	\$2,650.00	\$2,075.00
<b>NIMS Job Planning, Benchwork, and Layout</b>	226	33	\$25.00	\$825.00	\$350.00
<b>NIMS Measurement, Materials, and Safety</b>	611	118	\$25.00	\$2,950.00	\$1,225.00
<b>North Carolina Competency Certification</b>	290	272	\$25.00	\$6,800.00	\$3,900.00
<b>North Carolina Early Childhood Credential (NCECC) Equivalency</b>	1,781	243	\$50.00	\$12,150.00	\$10,100.00
<b>North Carolina Nurse Aide I</b>	2,120	1,551	\$25.00	\$38,775.00	\$27,975.00
<b>Nurse Aide I - Geriatric Aide Endorsement</b>	8	2	\$25.00	\$50.00	\$50.00
<b>Nurse Aide I - Home Care Aide Endorsement</b>	6	6	\$25.00	\$150.00	\$150.00
<b>PCAP Python Certified Associate</b>	706	152	\$25.00	\$3,800.00	\$3,100.00
<b>PrintED Advertising and Design</b>	43	1	\$25.00	\$25.00	\$0.00
<b>PrintED Introduction to Graphic Communication</b>	92	11	\$25.00	\$275.00	\$0.00
<b>ProStart National Certificate of Achievement (COA)</b>	935	3	\$50.00	\$150.00	\$100.00

<b>SAS Certified Specialist Programming Fundamentals Using SAS 9.4</b>	136	66	\$50.00	\$3,300.00	\$2,250.00
<b>Woodwork Career Alliance (WCA) Sawblade Certificate</b>	856	305	\$25.00	\$7,625.00	\$4,800.00
<b>Grand Total</b>		<b>51,910</b>		<b>\$1,529,325.00</b>	<b>\$1,166,950.00</b>

Data sources: PowerSchool, NC CTE Admin, NCDPI Financial and Business Services

**Report requirement 7 for Advanced Coursework and CTE Bonus Programs:  
Percentage of teachers who received a bonus in 2024 and were eligible at least one previous year, 2022 and/or 2023**

**Table 7. Percentage of teachers receiving a bonus in 2024 who were eligible in previous years.**

<b>Eligible to receive a bonus in</b>	<b>AP/IB/CIE</b>	<b>CTE</b>
2022	88%	46%
2023	87%	54%
2022 and 2023	89%	59%
2022 or 2023	81%	38%

Data were disaggregated based on the definitions provided in the legislation.

(1) Eligible advanced course teacher. – A teacher of Advanced Placement courses, International Baccalaureate Diploma Programme courses, or the Cambridge Advanced International Certificate of Education (AICE) program who meets the following criteria:

- a. Is employed by, or retired having last held a position at, one or more of the following:
  1. A qualifying public school unit.
  2. The North Carolina Virtual Public School program.
- b. Taught one or more students who received a score listed in subsection (c) of this section.

(2) Eligible career and technical education (CTE) teacher. – A teacher who meets the following criteria:

- a. Is employed by, or retired having last held a position at, a qualifying public school unit.

- b. Taught one or more students who attained approved industry certifications or credentials consistent with G.S. 115C-156.2.

There are limitations to the data regarding a teacher of advanced courses or CTE courses. From year to year, there may be a limit on the number of course offerings or credentials in a school or new courses or credentials are introduced. A teacher could be retained in the same district or charter school yet decide to teach a different course the following year. These limitations will impact a teacher’s eligibility to earn a bonus.

**Report requirement 8 and 9 for Advanced Coursework and CTE Bonus Programs: Percentage of teachers who received a bonus in 2024 and at least one previous year, 2022 and/or 2023**

Based on the data available, the percentages displayed in Table 8 represent the minimum values in each category.

- ***At least 86% of all advanced coursework teachers who received a bonus in 2024, also received a bonus in either 2022 or 2023. At least 90% of all AP/IB/CIE teachers who received a bonus in 2024 also received a bonus in both 2022 and 2023.***
- ***At least 46% of all CTE teachers who received a bonus in 2024, also received one in either 2022 or 2023. At least 66% of all CTE teachers who received a bonus in 2024 also received a bonus in both 2022 and 2023.***

The highest probability for an AP/IB/CIE or CTE teacher to receive a bonus in 2024 was if the teacher also received a bonus in 2022 and 2023. Based on these data below, the bonus program may have had a positive impact on teacher retention; however, the causal relationship cannot be determined.

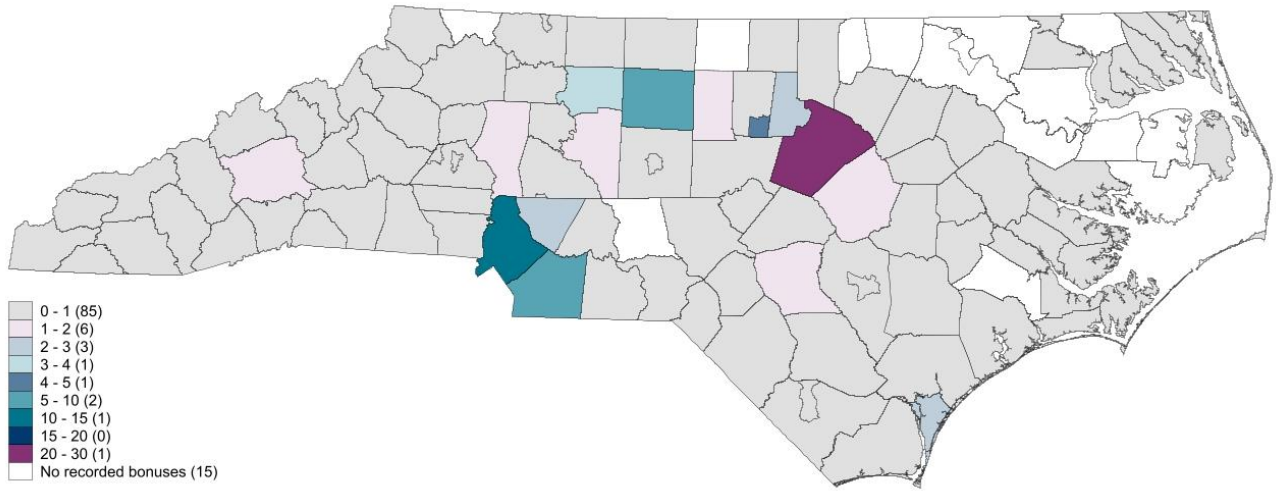
There are limitations to these data as the districts and charter schools distribute the funds directly to the teachers. NCDPI does not directly provide bonuses to each teacher, therefore the data is not as complete as possible; the percentages are likely higher.

**Table 8. The percentage of teachers who received a bonus pursuant to this section and the previous years.**

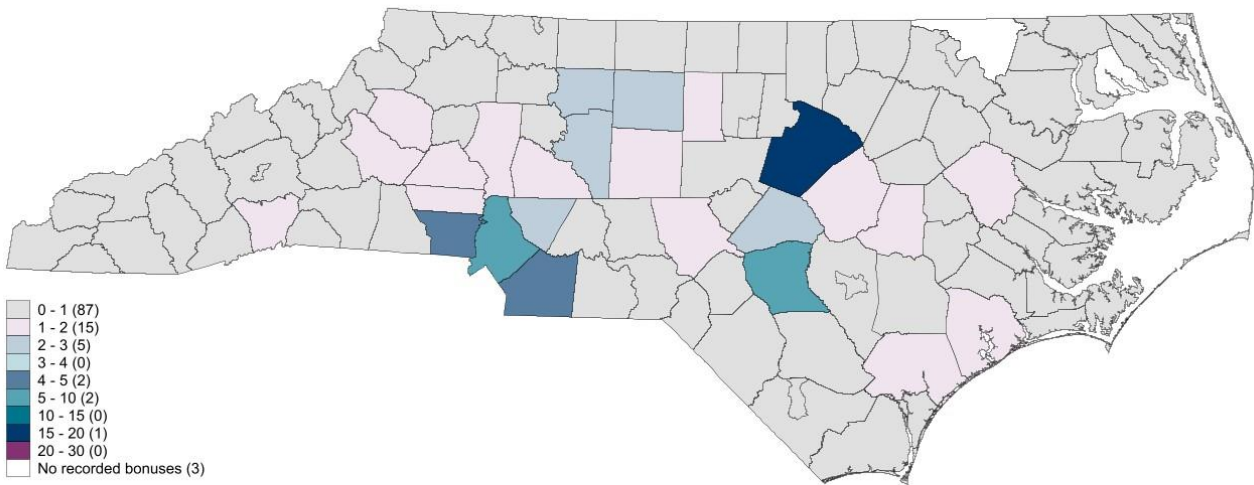
	AP/IB/CIE	CTE
Bonus in 2024 and 2022	90%	52%
Bonus in 2024 and 2023	89%	63%
Bonus in 2022, 2023, and 2024	90%	66%
Bonus in 2024 and either 2022 or 2023	86%	46%

**Report requirement 11 for Advanced Coursework and CTE Bonus Programs:  
Distribution of statewide and local growth bonuses awarded in 2024 among qualifying PSUs**

**Figure 1. Percent total AP/IB/CIE Statewide Bonus Distribution by PSU, 2024**



**Figure 2. Percent total CTE Statewide Bonus Distribution by PSU, 2024**



## Report requirements 6-10: Growth-based Teacher Bonus Program

### 1. Average bonus amount awarded to each qualifying teacher who is an eligible teacher in the three bonus categories for both the state and local bonuses.

Table 1. Average bonus amounts per teacher receiving bonus by category

	Local Bonuses			State Bonuses			All Bonuses	
	Count	Avg		Count	Avg		Count	Avg
Reading G3	1,301	\$3,494		1,377	\$3,500		1,570	\$5,965
Reading G4-5	1,489	\$2,011		1,551	\$2,010		1,798	\$3,384
Math G4-8	2,539	\$2,022		2,742	\$2,023		3,169	\$3,340

Note: Counts reflect every bonus received by teachers. Some teachers received more than one local or state bonus in a given category. Some teachers received one or more local bonuses but no state bonuses, and vice versa. To compute the average bonus amount, NCDPI totaled all bonuses received for each teacher in that category and caps the total bonus amount at \$7,000 (\$3,500 state, \$3,500 local) for third grade reading, and \$4,000 (\$2,000 state, \$2,000 local) for reading in grades 4-5, and math grades 4-8. The table reports the average teacher-level bonus amount (accounting for caps on the maximum total bonus amount) for those receiving bonuses.

### 2. The percentage of teachers who received a bonus in January 2024 and were eligible to receive a bonus in the same grade level or course in January 2020 or January 2023.

Table 2. Bonus receipt by prior eligibility in same grade or subject

	Bonus in '24	No bonus in '24	No score in '24	Total
Eligible in '20 AND '23	<b>53.6%</b> 1,392	29.2% 758	17.2% 447	100.0% 2,597
Eligible in '20 OR '23	<b>23.2%</b> 2,111	34.7% 3,145	42.1% 3,814	100.0% 9,070
Subtotal	<b>30.0%</b> 3,503	33.5% 3,903	36.5% 4,261	100.0% 11,667
Not eligible in '20 OR '23	9.3% 1,694	35.9% 6,521	54.8% 9,943	100.0% 18,158
No EVAAS rating in '20 AND '23	17.2% 766	82.8% 3,687		100.0% 4,453
Total	17.4% 5,963	41.2% 14,111	41.4% 14,204	100.0% 34,278

Notes: Every teacher with an EVAAS rating in 3<sup>rd</sup>-5<sup>th</sup> grade reading or 4<sup>th</sup>-8<sup>th</sup> grade mathematics for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their eligibility in 2020 and/or 2023. The subtotal row groups the previous two rows, i.e., those eligible in 2020 **and/or** 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Supplemental tables in the appendix disaggregate Table 2 by bonus category.



**3. The percentage of teachers who received a bonus in January 2024 and received a bonus for teaching in the same grade level or course in January 2020 or January 2023, or both.**

Table 3. Bonus receipt by prior bonus receipt in same grade or subject

	Bonus in '24	No bonus in '24	No rating in '24	Total
Bonus in '20 AND '23	<b>59.7%</b> 1,289	30.3% 654	10.0% 215	100.0% 2,158
Bonus in '20 OR '23	<b>18.8%</b> 678	26.0% 936	55.2% 1,989	100.0% 3,603
Subtotal	<b>34.1%</b> 1,967	27.6% 1,590	38.3% 2,204	100.0% 5,761
No bonus in '20 OR '23	13.4% 3,230	36.7% 8,834	49.9% 12,000	100.0% 24,064
No EVAAS rating in '20 AND '23	17.2% 766	82.8% 3,687		100.0% 4,453
Total	17.4% 5,963	41.2% 14,111	41.4% 14,204	100.0% 34,278

Notes: Every teacher with an EVAAS rating in Reading Grades 3-5 and Math Grades for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their bonus receipt in 2020 and/or 2023. The subtotal row groups the previous two rows, i.e., those receiving bonuses in 2020 **and/or** 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Supplemental tables in the appendix disaggregate Table 3 by bonus category.

**4. The percentage of teachers who received a bonus in January 2024 and received a bonus for teaching in the same grade level or course in January 2020 or January 2023.**

This item is intentionally blank as it is answered in the table under question #3 above.

**A Note about Requirements 5-7**

For purposes of requirements 5-7, NCDPI defined statistical relationship as the difference in probabilities of receiving a bonus in 2024 for those who did, and did not, receive a bonus in 2023. NCDPI limited the sample to those who had EVAAS ratings in 3<sup>rd</sup> grade reading in 2023 and 2024.

As with the other questions in this report, the findings here are descriptive, not causal. The findings below do not necessarily provide evidence that participating in the bonus program in 2023 led to the results in 2024. The relationships reported here do not necessarily indicate that the bonus motivated teachers to achieve high growth with their students in the following year or that teachers decided to remain in the district the following year due to an anticipated bonus. A causal relationship between the bonus and teacher motivation/retention cannot be determined from these correlational analyses. Given

these caveats, the data indicate that there is a statistically significant relationship between earning a bonus in the prior year and qualifying for the bonus in the following year. Teachers who earned a bonus in the 2022-2023 school year were approximately twice (or, in some cases, greater) as likely to earn the bonus in the following year as compared to teachers who did not earn a bonus in the prior year.

**5. The statistical relationship between a teacher receiving a bonus in 3rd grade reading (State or local, analyzed separately) in January 2024 and receiving a bonus in 3rd grade reading in January 2023.**

Table 5a. 3<sup>rd</sup> grade reading: Probability of earning **state** bonus in 2024 given bonus status in 2023

		Probability of receiving state bonus in 2024 if...			
		Bonus in '23	No bonus in '23	No score in '23	Bonus in '23 v. No Bonus in '23
Subject	Grade	(I)	(II)	(III)	(IV)
Reading	3	42.9%	21.1%	18.7%	+21.8*

Notes: Table includes teachers with EVAAS ratings in 3<sup>rd</sup> grade reading for the 2023 and 2024 bonus years. The columns report the predicted probability that a teacher receives a state bonus in 2024 if the person received any bonus in 2023 (I), received no bonus in 2023 but had a 3<sup>rd</sup> grade reading EVAAS score (II), or did not have a 3<sup>rd</sup> grade reading EVAAS score (III). Column IV shows the percentage point difference in probability of receiving the bonus in 2024 of those who did and did not receive the bonus in the prior year (Column I minus Column 2). Differences with an \* are statistically significant at p.<.05.

Table 5b. 3<sup>rd</sup> grade reading: Probability of earning **local** bonus in 2024 given bonus status in 2023,

		Probability of receiving local bonus in 2024 if...			
		Bonus in '23	No bonus in '23	No score in '23	Bonus in '23 v. No Bonus in '23
Subject	Grade	(I)	(II)	(III)	(IV)
Reading	3	43.3%	21.4%	19.8%	+21.9*

Notes: Table includes teachers with EVAAS ratings in 3<sup>rd</sup> grade reading for the 2023 and 2024 bonus years. The columns report the predicted probability that a teacher receives a state bonus in 2024 if the person received any bonus in 2023 (I), received no bonus in 2023 but had a 3<sup>rd</sup> grade reading EVAAS score (II), or did not have a 3<sup>rd</sup> grade reading EVAAS score (III). Column IV shows the percentage point difference in probability of receiving the bonus in 2024 of those who did and did not receive the bonus in the prior year (Column I minus Column 2). Differences with an \* are statistically significant at p.<.05. Charter school teachers, not eligible for local bonuses, are excluded.

Supplemental tables in the appendix show report counts of teachers by bonus status in 2023 and 2024.

**6. The statistical relationship between a teacher receiving a bonus in 4th or 5th grade reading (State or local, analyzed separately by each grade level) in January 2024 and receiving a bonus in 4th or 5th grade reading in January 2023.**

Table 6a. 4<sup>th</sup>-5<sup>th</sup> grade reading; Probability of earning state bonus in 2024 given bonus status in 2023

		Probability of receiving state bonus in 2024 if...			
		Bonus in '23	No bonus in '23	No score in '23	Bonus in '23 v. No Bonus in '23
Subject	Grade	(I)	(II)	(III)	(IV)
Reading	4	40.9%	17.6%	15.6%	+23.3*
	5	42.6%	17.1%	14.5%	+25.5*

Notes: Table includes teachers with EVAAS ratings in 4<sup>th</sup> or 5<sup>th</sup> grade reading for the 2023 and 2024 bonus years. The columns report the predicted probability that a teacher receives a state bonus in 2024 if the person received any bonus in 2023 (I), received no bonus in 2023 but had a 3<sup>rd</sup> grade reading EVAAS score (II), or did not have a 4<sup>th</sup> or 5<sup>th</sup> grade reading EVAAS score (III). Column IV shows the percentage point difference in probability of receiving the bonus in 2024 of those who did and did not receive the bonus in the prior year (Column I minus Column 2). Differences with an \* are statistically significant at p.<.05.

Table 6b. 4<sup>th</sup>-5<sup>th</sup> grade reading; Probability of earning local bonus in 2024 given bonus status in 2023

		Probability of receiving local bonus in 2024 if...			
		Bonus in '23	No bonus in '23	No score in '23	Bonus in '23 v. No Bonus in '23
Subject	Grade	(I)	(II)	(III)	(IV)
Reading	4	39.1%	19.1%	16.8%	+20.0*
	5	41.4%	19.9%	15.4%	+21.5*

Notes: Table includes teachers with EVAAS ratings in 4<sup>th</sup> or 5<sup>th</sup> grade reading for the 2023 and 2024 bonus years. The columns report the predicted probability that a teacher receives a state bonus in 2024 if the person received any bonus in 2023 (I), received no bonus in 2023 but had a 3<sup>rd</sup> grade reading EVAAS score (II), or did not have a 4<sup>th</sup> or 5<sup>th</sup> grade reading EVAAS score (III). Column IV shows the percentage point difference in probability of receiving the bonus in 2024 of those who did and did not receive the bonus in the prior year (Column I minus Column 2). Differences with an \* are statistically significant at p.<.05. Charter school teachers, not eligible for local bonuses, are excluded.

Supplemental tables in the appendix show report counts of teachers by bonus status in 2023 and 2024.

**7. The statistical relationship between a teacher receiving a bonus in 4th-8th grade mathematics (State or local, analyzed separately by each grade level) in January 2024 and receiving a bonus in 4th-8th grade mathematics in January 2023.**

Table 7a. 4<sup>th</sup>-8<sup>th</sup> grade mathematics: Probability of earning state bonus in 2024 given bonus status in 2023

Probability of receiving state bonus in 2024 if...

		Bonus in '23	No bonus in '23	No score in '23	Bonus in '23 v. No Bonus in '23
Subject	Grade	(I)	(II)	(III)	(IV)
Math	4	48.8%	17.6%	13.6%	+31.2*
	5	50.3%	14.5%	13.5%	+35.8*
	6	58.2%	13.4%	10.1%	+44.8*
	7	53.3%	16.2%	12.2%	+37.0*
	8	57.8%	13.0%	10.1%	+44.8*

Notes: Table includes teachers with EVAAS ratings in 4<sup>th</sup>-8<sup>th</sup> grade math for the 2023 and 2024 bonus years. The columns report the predicted probability that a teacher receives a state bonus in 2024 if the person received any bonus in 2023 (I), received no bonus in 2023 but had a 3<sup>rd</sup> grade reading EVAAS score (II), or did not have a 4<sup>th</sup>-8<sup>th</sup> grade math EVAAS score (III). Column IV shows the percentage point difference in probability of receiving the bonus in 2024 of those who did and did not receive the bonus in the prior year (Column I minus Column 2). Differences with an \* are statistically significant at p.<.05

Table 7b. 4<sup>th</sup>-8<sup>th</sup> grade mathematics: Probability of earning local bonus in 2024 given bonus status in 2023,

Probability of receiving local bonus in 2024 if...

		Bonus in '23	No bonus in '23	No score in '23	Bonus in '23 v. No Bonus in '23
Subject	Grade	(I)	(II)	(III)	(IV)
Math	4	48.1%	17.5%	14.0%	+30.6*
	5	47.6%	16.8%	13.8%	+30.8*
	6	53.9%	14.9%	10.7%	+39.0*
	7	50.9%	15.9%	13.8%	+35.0*
	8	56.7%	13.6%	12.7%	+43.1*

Notes: Table includes teachers with EVAAS ratings in 4<sup>th</sup>-8<sup>th</sup> grade math for the 2023 and 2024 bonus years. The columns report the predicted probability that a teacher receives a state bonus in 2024 if the person received any bonus in 2023 (I), received no bonus in 2023 but had a 3<sup>rd</sup> grade reading EVAAS score (II), or did not have 4<sup>th</sup>-8<sup>th</sup> grade math EVAAS score (III). Column IV shows the percentage point difference in probability of receiving the bonus in 2024 of those who did and did not receive the bonus in the prior year (Column I minus Column 2). Differences with an \* are statistically significant at p.<.05. Charter school teachers, not eligible for local bonuses, are excluded.

Supplemental tables in the appendix show report counts of teachers by bonus status in 2023 and 2024.

## APPENDIX

### Q2 supplemental tables

Table Q2a. 3<sup>rd</sup> grade reading bonus receipt by prior eligibility in same bonus category

	Bonus in '24	No bonus in '24	No score in '24	Total
Eligible in '20 AND '23	<b>46.7%</b> 189	27.2% 110	26.2% 106	100.0% 405
Eligible in '20 OR '23	<b>19.8%</b> 491	29.4% 730	50.8% 1,259	100.0% 2,480
Not eligible in '20 OR '23	8.5% 515	30.3% 1,831	61.2% 3,702	100.0% 6,048
No EVAAS rating in '20 AND '23	21.4% 375	78.6% 1,375		100.0% 1,750
Total	14.7% 1,570	37.9% 4,046	47.4% 5,067	100.0% 10,683

Notes: Every teacher with an EVAAS rating 3<sup>rd</sup> Grade Reading for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their eligibility in 2020 and/or 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q2b. 4<sup>th</sup>-5<sup>th</sup> grade reading bonus receipt by prior eligibility in same bonus category

	Bonus in '24	No bonus in '24	No score in '24	Total
Eligible in '20 AND '23	<b>42.0%</b> 238	36.2% 205	21.7% 123	100.0% 566
Eligible in '20 OR '23	<b>17.5%</b> 595	31.0% 1,052	51.5% 1,746	100.0% 3,393
Not eligible in '20 OR '23	7.4% 583	30.1% 2,358	62.5% 4,891	100.0% 7,832
No EVAAS rating in '20 AND '23	17.4% 382	82.6% 1,813		100.0% 2,195
Total	12.9% 1,798	38.8% 5,428	48.3% 6,760	100.0% 13,986

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup>-5<sup>th</sup> Grade Reading for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their eligibility in 2020 and/or 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q2c. 4<sup>th</sup>-8<sup>th</sup> grade math bonus receipt by prior eligibility in same bonus category

	Bonus in '24	No bonus in '24	No score in '24	Total
Eligible in '20 AND '23	<b>55.0%</b> 788	25.8% 370	19.3% 276	100.0% 1,434
Eligible in '20 OR '23	<b>22.7%</b>	32.5%	44.8%	100.0%

	1,115	1,593	2,196	4,904
Not eligible in '20 OR '23	6.7% 826`	33.6% 4,149	59.8% 7,390	100.0% 12,365
No EVAAS rating in '20 AND '23	14.0% 440	86.0% 2,705		100.0% 3,145
Total	14.5% 3,169	40.4% 8,817	45.1% 9,862	100.0% 21,848

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup>-8<sup>th</sup> Grade Math for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their eligibility in 2020 and/or 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

### Q3 supplemental tables

Table Q3a. 3<sup>rd</sup> grade reading bonus receipt by prior bonus receipt in same bonus category

	Bonus in '24	No bonus in '24	No score in '24	Total
Bonus in '20 AND '23	<b>52.0%</b> 170	29.0% 95	19.0% 62	100.0% 327
Bonus in '20 OR '23	<b>22.6%</b> 478	32.6% 690	44.8% 947	100.0% 2,115
No bonus in '20 OR '23	8.4% 547	29.1% 1,886	62.5% 4,058	100.0% 6,491
No EVAAS rating in '20 AND '23	21.4% 375	78.6% 1,375		100.0% 1,750
Total	14.7% 1,570	37.9% 4,046	47.4% 5,067	100.0% 10,683

Notes: Every teacher with an EVAAS rating in 3<sup>rd</sup> grade reading for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their bonus receipt in 2020 and/or 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q3b. 4<sup>th</sup>-5<sup>th</sup> grade reading bonus receipt by prior bonus receipt in same bonus category

	Bonus in '24	No bonus in '24	No score in '24	Total
Bonus in '20 AND '23	<b>47.3%</b> 228	38.4% 185	14.3% 69	100.0% 482
Bonus in '20 OR '23	<b>20.1%</b> 586	34.6% 1,006	45.3% 1,320	100.0% 2,912
No bonus in '20 OR '23	7.2% 602	28.9% 2,424	64.0% 5,371	100.0% 8,397
No EVAAS rating in '20 AND '23	17.4% 382	82.6% 1,813		100.0% 2,195
Total	12.9% 1,570	38.8% 4,046	48.3% 5,067	100.0% 10,683

	1,798	5,428	6,760	13,986
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Notes: Every teacher with an EVAAS rating in 4<sup>th</sup>-5<sup>th</sup> grade reading for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their bonus receipt in 2020 and/or 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q3c. 4<sup>th</sup>-8<sup>th</sup> grade math bonus receipt by prior bonus receipt in same bonus category

	Bonus in '24	No bonus in '24	No score in '24	Total
Bonus in '20 AND '23	61.3% 737	27.2% 327	11.6% 139	100.0% 1,203
Bonus in '20 OR '23	26.1% 1,127	34.8% 1,500	39.1% 1,684	100.0% 4,311
No bonus in '20 OR '23	6.6% 865	32.5% 4,285	61.0% 8,039	100.0% 13,189
No EVAAS rating in '20 AND '23	14.0% 440	86.0% 2,705		100.0% 3,145
Total	14.5% 3,169	40.4% 8,817	45.1% 9,862	100.0% 21,848

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup>-8<sup>th</sup> grade math for the 2020, 2023, or 2024 bonus years is counted once in the table. The rows group these teachers into four categories based on their bonus receipt in 2020 and/or 2023. The columns group the teachers further by their bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

## Q5 supplemental tables

Table Q5a. 3<sup>rd</sup> grade reading state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	33.6% 468	44.7% 623	21.7% 303	100.0% 1,394
No bonus in '23	12.6% 545	47.0% 2,034	40.4% 1,751	100.0% 4,330
No EVAAS rating in '23	18.7% 364	81.3% 1,582		100.0% 1,946
Total	18.0% 1,377	55.3% 4,239	26.8% 2,054	100.0% 7,670

Notes: Every teacher with an EVAAS rating in 3<sup>rd</sup> grade reading for the 2023 or 2024 bonus years is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q5b. 3<sup>rd</sup> grade reading local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	33.9% 448	44.3% 587	21.8% 289	100.0% 1,324

No bonus in '23	12.8% 506	47.0% 1,860	40.2%	100.0% 3,959
No EVAAS rating in '23	19.8% 347	80.2% 1,407		100.0% 1,754
Total	18.5% 1,301	54.8% 3,854	26.7% 1,882	100.0% 7,037

Notes: Every teacher with an EVAAS rating in 3rd grade reading in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

### Q6 supplemental tables

Table Q6a. 4<sup>th</sup> grade reading state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	30.2% 306	43.6% 442	26.3% 267	100.0% 1,015
No bonus in '23	9.6% 301	44.7% 1,409	45.8% 1,445	100.0% 3,155
No EVAAS rating in '23	15.6% 252	84.4% 1,364		100.0% 1,616
Total	14.9%	55.6% 3,215	29.6% 1,712	100.0% 5,786

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup> grade reading in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q6b. 4<sup>th</sup> grade reading local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	28.8% 277	44.8% 431	26.5% 255	100.0% 963
No bonus in '23	10.4% 292	44.0% 1,243	45.6% 1,289	100.0% 2,825
No EVAAS rating in '23	16.8% 245	83.2% 1,213		100.0% 1,458
Total	15.5% 815	55.0% 2,887	29.4% 1,544	100.0% 5,246

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup> grade reading in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

Table Q6c. 5<sup>th</sup> grade reading state bonus receipt in 2024 by prior year bonus receipt



	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	31.6% 271	42.5% 365	25.9% 222	100.0% 858
No bonus in '23	8.9% 228	42.8% 1,102	48.4% 1,246	100.0% 2,576
No EVAAS rating in '23	14.5% 201	85.5% 1,188		100.0% 1,389
Total	14.5% 700	55.1% 2,655	30.4% 1,468	100.0% 4,823

Notes: Every teacher with an EVAAS rating in 5th grade reading in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q6d. 5th grade reading local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	30.5% 251	43.3% 356	26.2% 215	100.0% 822
No bonus in '23	10.2% 236	40.9% 951	48.9% 1,137	100.0% 2,324
No EVAAS rating in '23	15.4% 195	84.6% 1,074		100.0% 1,269
Total	15.5% 682	53.9% 2,381	30.6% 1,352	100.0% 4,415

Notes: Every teacher with an EVAAS rating in 5th grade reading in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

## Q7 supplemental tables

Table Q7a. 4th grade math state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	38.5% 399	40.4% 419	21.0% 218	100.0% 1,036
No bonus in '23	9.4% 288	44.0% 1,351	46.6% 1,429	100.0% 3,068
No EVAAS rating in '23	13.6% 213	86.4% 1,351		100.0% 1,564
Total	15.9% 900	55.0% 3,121	29.1% 1,647	100.0% 5,668

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup> grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q7b. 4th grade math local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	38.0% 381	41.0% 411	21.0% 211	100.0% 1,003
No bonus in '23	9.3% 254	44.0% 1,197	46.7% 1,269	100.0% 2,720
No EVAAS rating in '23	14.0% 197	86.0% 1,210		100.0% 1,407
Total	16.2% 832	54.9% 2,818	28.9% 1,480	100.0% 5,130

Notes: Every teacher with an EVAAS rating in 4<sup>th</sup> grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

Table Q7c. 5th grade math state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	39.1% 329	38.6% 325	22.3% 188	100.0% 842
No bonus in '23	7.5% 188	44.2% 1,110	48.4% 1,216	100.0% 2,514
No EVAAS rating in '23	13.5% 176	86.5% 1,130		100.0% 1,306
Total	14.9% 693	55.0% 2,565	30.1% 1,404	100.0% 4,662

Notes: Every teacher with an EVAAS rating in 5th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q7d. 5th grade math local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	37.0% 303	40.8% 334	22.1% 181	100.0% 818
No bonus in '23	8.7% 195	42.9% 967	48.4% 1,090	100.0% 2,252
No EVAAS rating in '23	13.9% 163	86.2% 1,014		100.0% 1,177
Total	15.6%	54.5%	29.9%	100.0%

	661	2,315	1,271	4,247
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Notes: Every teacher with an EVAAS rating in 5th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

Table Q7e. 6th grade math state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	45.9% 231	32.9% 166	21.2% 107	100.0% 504
No bonus in '23	6.6% 99	42.3% 638	51.2% 772	100.0% 1,509
No EVAAS rating in '23	10.1% 79	89.9% 706		100.0% 785
Total	14.6% 409	54.0% 1,510	31.4% 879	100.0% 2,798

Notes: Every teacher with an EVAAS rating in 6th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q7f. 6th grade math local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	43.0% 199	36.7% 170	20.3% 94	100.0% 463
No bonus in '23	7.2% 95	41.1% 543	51.7% 684	100.0% 1,322
No EVAAS rating in '23	10.7% 72	89.3% 603		100.0% 675
Total	14.9% 366	53.5% 1,316	31.6% 778	100.0% 2,460

Notes: Every teacher with an EVAAS rating in 6th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

Table Q7g. 7th grade math state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	40.2% 196	35.2% 172	24.6% 120	100.0% 488
No bonus in '23	7.9% 125	40.7% 646	51.4% 815	100.0% 1,586

No EVAAS rating in '23	12.2% 100	87.8% 719		100.0% 819
Total	14.6% 421	53.1% 1,537	32.3% 935	100.0% 2,893

Notes: Every teacher with an EVAAS rating in 7th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q7h. 7th grade math local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	38.4% 174	37.1% 168	24.5% 111	100.0% 453
No bonus in '23	7.8% 106	41.1% 561	51.2% 701	100.0% 1,368
No EVAAS rating in '23	13.8% 97	86.2% 606		100.0% 703
Total	14.9% 377	52.9% 1,335	32.2% 812	100.0% 2,524

Notes: Every teacher with an EVAAS rating in 7th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.

Table Q7i. 8th grade math state bonus receipt in 2024 by prior year bonus receipt

	State bonus in '24	No state bonus in '24	No rating in '24	Total
Bonus in '23	44.7% 201	32.7% 147	22.7% 102	100.0% 450
No bonus in '23	6.1% 84	41.1% 563	52.7% 722	100.0% 1,369
No EVAAS rating in '23	10.2% 66	89.8% 583		100.0% 649
Total	14.2% 351	52.4% 1,293	33.4% 824	100.0% 2,468

Notes: Every teacher with an EVAAS rating in 8th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their state bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage.

Table Q7j. 8th grade math local bonus receipt in 2024 by prior year bonus receipt

	Local bonus in '24	No local bonus in '24	No rating in '24	Total
Bonus in '23	43.7% 182	33.3% 139	23.0% 96	100.0% 417

No bonus in '23	6.5% 78	41.1% 496	52.5% 634	100.0% 1,208
No EVAAS rating in '23	12.6% 71	87.4% 491		100.0% 562
Total	15.1% 331	51.5% 1,126	33.4% 730	100.0% 2,187

Notes: Every teacher with an EVAAS rating in 8th grade math in 2023 or 2024 is counted once in the table. The rows group these teachers into three categories based on their bonus receipt in 2023 (state or local). The columns group the teachers further by their local bonus receipt in 2024. The table reports the count of teachers in each cell, as well as the row percentage. Charter school teachers are not eligible for local bonuses and excluded from the table.