

**\$250 Lump Sum Sign on Bonus for Teachers on Step 0
General Assembly of North Carolina, Session 2007; HB 1473 Section 7.1.(i)
Questions and Answers**

“Teachers paid on Step 0 of the salary schedule for the 2007-08 school year shall receive a one-time, lump sum sign on bonus of two hundred fifty dollars (250.00), payable at the end of the year.”

ELIGIBILITY

1. Who is eligible?

All permanent certified teachers and instructional support whose certified salary is on the 0 step.

2. How much of the year does a recipient have to work to receive the bonus?

To be eligible the recipient must have worked the full school year (at least 10 months) and received a full months pay in August and a full months pay in May.

3. Is the bonus pro rated for less than full time or less than 10 months employment?

No, the bonus is “all or nothing”. Teachers and instructional support personnel who are at least 50% employed for 10 months shall receive the \$250.

4. Is there a different amount for eligible personnel based on their education level?

No, all bachelors, masters, advanced and doctorate eligible personnel shall receive the \$250.

5. Does a teacher have to be licensed to receive the bonus?

Yes

FUNDING AND PAYMENT

6. Will the LEAs be allotted the funds for these payments?

No, all bonuses for State paid eligible personnel shall be paid out of PRC 045 a guaranteed allotment. This PRC is audited for appropriate payments.

7. Should federally funded eligible personnel be charged to State PRC 045?

No, the bonus for federal eligible personnel must be paid from the same grant (PRC) from which their salary is paid.

8. May locally funded eligible personnel be charged to State PRC 045?

Yes

9. What withholding should be taken from the bonus?

The payment is compensation and therefore retirement, social security and taxes must be withheld.