

GUIDANCE FOR SUPPLEMENTAL FUNDS FOR TEACHER COMPENSATION (PRC 071)
NC SL 2021-180 Section 7A.12
(School Year 2021-22)

Overview

This document is intended to provide guidance regarding expenditure of the supplemental funding for teacher compensation provided in Section 7A.12 of the Appropriation Act of 2021 (NC SL 2021-180). Through the Appropriations Act of 2021, the North Carolina General Assembly created a recurring appropriation to provide funding for LEAs and charter schools in North Carolina to provide salary supplements to teachers and school administrators in their units.

General Requirements

The allotment formula for the Supplemental Funds for Teacher Compensation (PRC 071) is outlined in the Allotment Policy for the PRC that was approved by the State Board on January 5, 2022. In addition to the allotment formula, Section 7A.12 includes the following requirements that must be adhered to when administering the funding:

- The local board of education is responsible for determining the distribution of the local supplement within the confines of the legislation. (7A.12.(a))
- No individual salary supplement shall exceed the per-teacher funding amount awarded to the LEA. (7A.12.(a)). The per-teacher funding amount for each LEA is provided on the allotment file on the website.
- PRC071 may only be used to provide supplements to the following:
 - Certified teachers and instructional support personnel. (7A.12.(b)(14)) Teachers and instructional support personnel are those who are required to be paid from the legislative certified teacher salary schedule and are typically the types of positions paid from State PRCs 001, 004, 006 and/or 007, and are working and coded to a school.
 - The funds may only be used for assistant principals and principals paid pursuant to G.S. 115C-285(a)(8), (8a) or (9) (i.e., an assistant principal or principal who is paid based on what they would earn as a teacher in that LEA). Funds may not be used to provide supplements to principals and assistant principals paid on their respective salary schedules. (7A.12.(b)(11))
 - PRC071 may not be used to provide supplements to central office employees or noncertified employees.
- An LEA that receives PRC 071 funds shall use the funds to supplement and not supplant non-State funds provided for salary supplements for teachers and qualifying school administrators. (7A.12.(f))

Additional Information for Charter, Regional, and Lab Schools and the Innovative School District

- Charter, regional, and lab schools operating in an eligible county and the Innovative School District (ISD) will receive a per pupil share of the supplemental funds for teacher compensation through PRCs 036/038/044, in accordance with GS 115C-218.105. For FY 2021-22, due to the timing of calculating the allotments for PRC 071, this will result in an additional allotment of funds via PRC 036/038/044; in future fiscal years, these funds will be part of an eligible PSU's State base allocation. (7A.12.(d))
 - If a charter, regional, or lab school is located within a county that is ineligible due to having an adjusted market value of taxable real property of greater than the threshold established in SL 2021-180 Section 7A.12, the charter will not be eligible to receive a per pupil share of the supplemental funds for teacher compensation. For FY 2021-22, the counties that exceed the threshold are **Wake, Durham, Guilford, Mecklenburg, and Buncombe.**
- Charters, regional and lab schools and the ISD are not required to utilize the funds for salary supplements for teachers and eligible school administrators. However, Section 7A.12.(d) of the Appropriations Act does encourage charter schools receiving funding to provide salary supplements to teachers in the charter school.

Key Considerations

When planning for the expenditure of funds provided through PRC 071, LEAs and charter schools should ensure that they consider the following factors:

- As the legislation requires the governing bodies of each unit receiving funds to determine the distribution of funds, including whether an individual qualifying employee receives a supplement and the amount of the supplement provided, the local school board should develop and adopt an administrative process and/or applicable policy for determining the individuals to receive supplements and the amount of individual salary supplements.
- While the funding for this allotment is recurring, **the funding an LEA receives may vary from year to year** (including both the overall allotment amount and the per-teacher maximum supplement amount) depending on the budgeted amount and any changes in a county's taxable real property value, effective tax rate, and median household income. LEAs should take the potential for year-to-year changes in the allotment amounts and per-teacher maximums into consideration when developing their policies for implementing the supplements.
- The funding provided pursuant to PRC 071 is for salary supplements; employee compensation provided from these funds is to be treated as **salary** and is not to be considered a bonus or stipend. **These funds are subject to retirement.**

- An LEA or charter is permitted to determine the intervals of payment for the salary supplement funds to any individual employee (monthly, annually, bi-annually, quarterly, etc.). **The supplements do not have to be paid by January 31, 2022.**
- **An LEA is not restricted to providing supplements solely to State-funded teachers, nor is the LEA required to provide supplements to all State-funded teachers.** It is up to the local school board to determine which specific positions, regardless of funding source, that are to be provided the salary supplements.
- **An LEA is not required to provide the maximum per teacher supplement amount to any individual employee.** LEAs have the flexibility to determine the amounts of supplements provided for any individual position in accordance with identified staffing needs and may elect to provide amounts less than the maximum to allow for distribution to a broader range of teachers and eligible school administrators.

FY22 PRC 071 SUPPLEMENT FUNDS FOR TEACHER COMPENSATION

LEA #	LEA Names	Total Supplement	Maximum per Teacher w/o Benefits
010	Alamance-Burlington	1,476,286	688
020	Alexander County	911,784	2,091
030	Alleghany County	483,710	3,308
040	Anson County	992,325	3,794
050	Ashe County	437,177	1,651
060	Avery County	252,216	1,358
070	Beaufort County	721,673	1,352
080	Bertie County	778,313	4,250
090	Bladen County	781,795	2,150
100	Brunswick County	512,791	476
110	Buncombe County	0	0
111	Asheville City	0	0
120	Burke County	1,170,268	1,133
130	Cabarrus County	1,591,248	559
132	Kannapolis City	279,076	559
140	Caldwell County	1,284,941	1,252
150	Camden County	799,587	4,101
160	Carteret County	443,424	630
170	Caswell County	771,838	3,551
180	Catawba County	1,000,566	743
181	Hickory City	270,344	743
182	Newton-Conover	191,493	743
190	Chatham County	548,788	655
200	Cherokee County	519,321	1,721
210	Edenton/Chowan	738,884	4,035
220	Clay County	361,856	2,831
230	Cleveland County	1,456,010	1,112
240	Columbus County	821,635	1,797
241	Whiteville City	355,174	1,797
250	Craven County	1,037,989	932
260	Cumberland County	3,510,164	738
270	Currituck County	344,580	927
280	Dare County	286,527	653
290	Davidson County	1,201,796	745
291	Lexington City	197,354	745
292	Thomasville City	151,697	745
300	Davie County	707,505	1,459
310	Duplin County	1,373,623	1,638
320	Durham County	0	0
330	Edgecombe County	1,148,883	2,145
340	Forsyth County	2,635,917	566

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350	Franklin County	852,924	1,131
360	Gaston County	1,727,643	628
370	Gates County	727,919	4,250
380	Graham County	543,139	4,250
390	Granville County	724,633	1,247
400	Greene County	1,187,068	4,250
410	Guilford County	0	0
420	Halifax County	380,960	1,890
421	Roanoke Rapids City	435,739	1,890
422	Weldon City	126,987	1,890
430	Harnett County	1,803,698	980
440	Haywood County	562,426	889
450	Henderson County	799,669	668
460	Hertford County	974,291	4,250
470	Hoke County	1,404,137	1,880
480	Hyde County	302,366	4,250
490	Iredell-Statesville	827,024	478
491	Mooresville City	240,480	478
500	Jackson County	284,418	837
510	Johnston County	2,178,610	654
520	Jones County	447,950	4,250
530	Lee County	1,173,866	1,316
540	Lenoir County	1,554,077	2,088
550	Lincoln County	672,756	655
560	Macon County	414,765	1,012
570	Madison County	579,248	2,284
580	Martin County	1,053,105	3,692
590	McDowell County	964,516	1,727
600	Mecklenburg County	0	0
610	Mitchell County	573,019	3,270
620	Montgomery County	614,130	1,992
630	Moore County	689,343	646
640	Nash County	1,331,495	1,087
650	New Hanover County	1,076,897	479
660	Northampton County	209,145	1,689
670	Onslow County	1,943,625	794
680	Orange County	393,637	598
681	Chapel Hill-Carrboro	608,562	598
690	Pamlico County	281,661	2,204
700	Pasquotank County	741,071	1,664
710	Pender County	863,080	1,010

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LEA #	LEA Names	Total Supplement	Maximum per Teacher w/o Benefits
720	Perquimans County	569,291	3,725
730	Person County	589,726	1,458
740	Pitt County	1,740,151	827
750	Polk County	358,549	1,779
760	Randolph County	1,150,474	844
761	Asheboro City	350,144	844
770	Richmond County	1,625,771	2,691
780	Robeson County	2,801,500	1,490
790	Rockingham County	1,256,609	1,242
800	Rowan-Salisbury	1,392,669	849
810	Rutherford County	690,514	1,034
820	Sampson County	1,174,029	1,693
821	Clinton City	445,975	1,693
830	Scotland County	1,956,807	3,491
840	Stanly County	922,874	1,222
850	Stokes County	967,801	1,805
860	Surry County	861,757	1,281
861	Elkin City	151,926	1,281
862	Mount Airy City	194,972	1,281
870	Swain County	490,455	2,640
880	Transylvania County	302,924	966
890	Tyrrell County	313,565	4,250
900	Union County	1,508,496	436
910	Vance County	790,898	1,696
920	Wake County	0	0
930	Warren County	403,740	2,442
940	Washington County	340,307	3,189
950	Watauga County	341,939	809
960	Wayne County	1,774,803	1,111
970	Wilkes County	1,137,365	1,436
980	Wilson County	1,034,059	1,162
990	Yadkin County	1,059,787	2,234
995	Yancey County	514,803	2,457