
Teacher Supplemental Pay (State Funded Allotments)

— May 12, 2025 —

PRC 062

State PRC 062-Recommendation to the Board

Small County and Low Wealth Signing Bonus for Teachers and Instructional Support (2024-25)

- Eligible for state funded signing bonus in the amount of \$1,000 less applicable taxes, etc., for the 2024-25 school year. The purpose of these allotted state funds is to reward first time teachers in the Franklin County School System.
 - Payment not prorated based on DOH and/or % of employment
 - Payment is not subject to retirement
- Payments will be made to eligible staff no later than May 31, 2025 if approved by the BOE.

State PRC 062-Recommendation to the Board

Small County and Low Wealth Signing Bonus for Teachers and Instructional Support (2024-25)

1. Allotment has been received from DPI in the amount of \$63,514 (includes FICA)
2. Based on current staffing, \$1,000 per EE. (must supplement, not supplant existing payments already in place)
3. Currently @59 identified as eligible staff
4. Subject to FICA only
5. The district cost will be \$0 for 2024-25 (no positions paid in excess of funding from the state)
6. State funding is provided as supplemental to the \$1,000 locally funded signing bonus.
7. **We are seeking approval of the plan to pay \$1,000 to each FCS eligible position**

Reversion of the \$63,514 to the state by June 30, 2025 if funds unused

**Franklin County Schools eligible positions include those that are also eligible for the local signing bonus, retention bonus and certified local supplement payments. Whereas DPI does not qualify some staff for funding purposes through State PRC 062, FCS will supplement funds to cover those not deemed eligible by DPI.

(Teacher, CRT, Counselor, Psychologist, Speech-Language Pathologist, School Social Worker, Media Specialist, Instructional Technology Facilitator, Career Development Coordinator, Testing Coordinator/Registrar, School Nurses)

Recommended Motion on PRC 062

We are seeking approval of the plan to pay \$1,000 to each FCS eligible employee.

PRC 071

State PRC 071-Recommendation to the Board Supplement Funds For Teacher Compensation

- Eligible for state funded supplement pay maximum of **\$1,696** less applicable taxes & retirement for the 2024-25 school year.
 - No individual salary supplement shall exceed the per-teacher funding amount awarded to the unit.
- The purpose of these allotted state funds is to provide salary supplements to teachers and instructional support staff.
 - Payment prorated based on DOH and/or % of employment
 - Payments will be made to eligible staff as required by the NC Department of Public Instruction no later than June 30, 2025 if approved by the BOE.

State PRC 071-Recommendation to the Board Supplement Funds For Teacher Compensation

1. Allotment has been received and is \$1,273,828
2. Based on current staffing, \$1,696 per EE. (DPI max \$1,696)
3. Currently @578 identified as eligible employees per the local supplement guidelines
4. Payments are subject to retirement and FICA
5. Total district cost will be up to \$17,111 to cover payments to EE's deemed ineligible by DPI's terms**SEE NOTES
6. Must supplement, not supplant existing payments already in place
7. Funding is provided as salary supplement and not considered a bonus or stipend (subject to retirement).
8. Positions must be working and budget coded to a school
9. We are seeking approval of the plan to pay \$1,696 to each FCS eligible position
 - Reversion of the \$1,273,828 to the state by June 30, 2025 if funds remain unused

Franklin County Schools eligible positions include those that are also eligible for the local signing bonus, retention bonus and certified local supplement payments. Whereas DPI does not qualify some staff for funding purposes through State PRC 071. FCS will supplement funds to cover those not deemed eligible by DPI.

(Teacher, CRT, Counselor, Psychologist, Speech-Language Pathologist, School Social Worker, Media Specialist, Instructional Technology Facilitator, Career Development Coordinator, Testing Coordinator/Registrar, School Nurses)

Recommended Motion on PRC 071

We are seeking approval of the plan to pay \$1,696 to each FCS eligible employee.