



EPIC Teacher and School Leader (TSL) Grant

US Department of Education

EPIC PBCS Eligibility and Amounts

Teachers: School-Wide Data

Teachers in our EPIC schools, who meet the eligibility requirements, will be eligible to receive performance-based compensation (PBC) based on a combination of 1) summative evaluations from the school year; 2) the ESSA Accountability School Performance Grade from the school year; and 3) the school-wide growth EVAAS score from the school year. Eligible positions for PBC based on the ESSA Accountability School Performance Grade and the school-wide growth EVAAS score are outlined below:

| Tiers by Position |
|---|
| Tier 1: Core Teachers (Pre-K through 5th grade teachers; math, English, science, and social studies teachers; EC) An eligible person is a certified teacher who is required to be paid from the NC certified salary schedule and coded to an EPIC school. Certified teachers are evaluated on NCEES. |
| Tier 2: Elective Teachers Elective teachers are certified teachers who are required to be paid from the NC certified salary schedule and coded to an EPIC school. Elective teachers are evaluated on NCEES. |

The following table outlines how teachers earn their score to then receive PBC through EPIC, which is based on the ESSA Accountability School Performance Grade and school-wide EVAAS growth:

| School-Wide Performance Based Compensation (PBC): Teachers | | | | |
|--|--|--|---|---|
| Teacher (Proficient or higher on NCEES Standard IV Summative)? | ESSA Accountability School Performance Grade Score | School Accountability Growth Score | Add Report Card and Accountability Growth Scores to determine PBC Points | Refer to the compensation table below to identify PBC Amount. |
| | A=4 B=3 C=2 D=1 F=0 | Exceeds=2 Meets=1 Not Met=0 | | |
| ✓ | G | A | G + A = PBC Points | |

| Teacher School-Wide Growth Compensation | | |
|---|---|-----------------------------|
| Points | Tier 1 Core Teachers (Pre-K-5, math, English, science, and social studies; EC) | Tier 2 Elective Teachers |
| 6 | \$4,500 | \$2,500 |
| 5 | \$4,000 | \$2,250 |
| 4 | \$3,500 | \$2,000 |
| 3 | \$3,000 | \$1,750 |
| 2 | \$2,500 | \$1,500 |
| 1 | \$2,000 | \$1,250 |

Teachers Whose EVAAS Data Contributes to the ESSA Accountability School Performance Grade: Individual Data

Teachers with EVAAS student growth data that contributes to the ESSA Accountability School Performance Grade (i.e., EOG and EOC tested subjects including Grade 3-8 Math, Grade 3-8 Reading, Science Grade 8, and secondary Math I and English II) and who meet the eligibility requirements will also be eligible for an additional PBC based on their individual EVAAS student growth data if their school meets or exceeds school-wide growth.

The following table outlines how these teachers earn their score to then receive PBC through EPIC based on their individual growth score:

| Proficient or higher on NCEES Standard IV Summative? | Individual Growth | Additional Individual Compensation |
|--|-------------------|---------------------------------------|
| ✓ | Not Met | \$0 |
| ✓ | Met | \$1,000 |
| ✓ | Exceeds | \$2,000 |