# North Carolina Cyber Academy
# Incentive Compensation Plan

2026-2031

**By Individual Teacher: EVAAS Individual Growth *(Teacher of Record only)***

| | |
|---|---|
| EVAAS Growth Not Met | $0 |
| EVAAS Growth Met | $500 |
| EVAAS Growth Exceeds | $1000 |

**By School Band (ES, MS, and HS): EVAAS SPG Growth Composite (Average Growth Index Per Grade Band)**

| | |
|---|---|
| EVAAS Growth Not Met | $0 |
| EVAAS Growth Met | $500 |
| EVAAS Growth Exceeds | $1000 |

**By School Band (ES, MS, and HS): Test Proficiency Composite**

| | |
|---|---|
| 0 - 39 | $0 |
| 40 - 54 | $0 |
| 55 - 69 | $1000 |
| 70 - 84 | $1500 |
| 85 - 100 | $2000 |

**By District (All Staff): School Performance Grade**

| | |
|---|---|
| SPG F | $0 |
| SPG D | $0 |
| SPG C | $1000 |
| SPG B | $1500 |
| SPG A | $2000 |

The Incentive Compensation Plan applies to the following five school years: 2026-2027, 2027-2028, 2028-2029, 2029-2030, and 2030-2031.

To receive the bonus, staff must be employed by North Carolina Cyber Academy when the bonus is distributed. The bonus will be distributed within thirty days after all EVAAS Growth and the School Performance Grade data have been released.

While this multi-year incentive plan establishes our compensation framework for 2026 through 2031, it will also provide incentive compensation for 2025-2026 school-year results. This will be a one-time payout for 2025-2026 results, using the bonus tiers above as the metrics for establishing staff compensation. The compensation would apply to staff currently employed by North Carolina Cyber Academy who were employed during the 2025-2026 school year.