

# Incentives for Teaching in 2021-2022

**DRAFT of UPDATES for  
Summer 2021**

# BULLDOG NATION

Excellence • Diversity • Unity • Pride

## Employee Wellness:

YMCA Corporate membership  
(40% saving for TCS Employees)

## 2021-22 New Employees

### Recruitment Incentive:

(New to TCS during 2021-22)

All New Certified - \$2000 (\$1000 in October 2021 and \$1000 in April 2022)

All New Classified - \$1000 (\$500 in October 2021 and \$500 in April 2022)

### IN ADDITION:

**Area 1:** \$1500 signing bonus for teachers signing contracts to work in these areas:

- Exceptional Children's Department
- Secondary Math
- Secondary Science

**Area 2:** Signing bonus for experienced teachers coming to TCS from a NC district with demonstrated strong performance:

- \$1500 for previous two years (17-18, 18-19) with composite data exceeding growth.

If an employee should leave TCS prior to July 1, 2022 they must repay to TCS this bonus.

## 2021-22 Returning Employees

**UPDATED Incentives:** Board Approved August 3, 2021.

### COVID/ESSER Retention Incentives:

- One-time payment (October 2021) for 2020-21 employees who return for 2021-22
  - \$2000 for Classified Staff Members
  - \$3000 for Teacher Assistants
  - \$4000 for Certified Staff Members

If an employee should leave TCS prior to July 1, 2022 they must repay to TCS this bonus

- Attendance (Instructional Year 2021-2022):  
August 9, 2021 – June 3, 2022
  - \$500 for any employee with 5 or fewer total absences (*PD of 3 days or less will NOT count in total; annual leave taken on scheduled annual leave days within the calendar will NOT count in total.*)
  - Awarded in June 2022
- Performance/Achievement
  - \$2,500 for exceeding growth /**BLUE** data in EVAAS comparing 20-21 to 21-22 (Year 1); and comparing 21-22 to 22-23 (Year 2)
    - Awarded in October 2022 based on 20-21 to 21-22 data
    - Awarded in October 2023 based on 21-22 to 22-23 data

**\*All bonuses are subject to Board of Education approval and available funding. - All bonus money will require an additional contract outlining specific terms.**

## 2021-22 Options for Earning Traded Time

Schools will develop options for earning time which can be 'banked' and used as traded time only on optional days, annual leave days, and/or snow days. Options for traded time must go beyond basic requirements/ job responsibilities and be **PRE-APPROVED** by the school principal.

- An official, uniform means of accounting for earned and used time must be established and maintained at the school.
- Schools will provide non-negotiables and optional/traded time lists for employees by August 13, 2021.
- Traded time can be used on non-instructional days (annual leave, optional workdays) like annual leave time...this option saves annual leave days!!!
- Traded days will be capped at 10 days per year
- Traded days earned in the 2021-2022 school year must be used by June 30, 2022 (*no cash value*)