

Incentives for Teaching in  
2020-2021

# BULLDOG NATION

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## Employee Wellness:

YMCA Corporate membership  
(40% saving for TCS Employees)

## 2020-21 New Employees

### Recruitment Incentive:

(New to TCS during 2020-21)

**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 a teacher should leave TCS prior to July 1, 2021 they must repay to TCS the bonus. If a teacher should leave TCS July 1, 2021 – June 30, 2022, they must repay half of the bonus.

## 2020-21 Returning Employees

**Retention Incentive:** Due to our district's current situation caused by COVID-19 and lack of EVAAS data for the 2019-2020 school year this bonus will not be granted as in the past.

A review of academic and financial standings for teacher incentives will take place during January 2021. Based on both academic data and district financial standing, a teacher bonus will be considered.



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***\*All bonus money will require an additional contract outlining specific terms.***

## 2020-21 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 17, 2020.
- Traded time can be used on non-instructional days 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 2020-2021 School year must be used by June 30, 2021 (*no cash value*)