

Incentives for Teaching in
2021-2022

BULLDOG NATION

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Employee Wellness:

YMCA Corporate membership
(40% saving for TCS Employees)

2021-22 New Employees

Recruitment Incentive:

(New to TCS during 2021-22)

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, 2022 they must repay to TCS the bonus. If a teacher should leave TCS July 1, 2022 – June 30, 2023, they must repay half of the bonus.

2021-22 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 and unknowns regarding data for the 2020-2021 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 2022. Based on both academic data and district financial standing, a teacher bonus will be considered.

We continue to await approval, legislation, and guidance on any announced state or federal bonus or incentive opportunities.



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****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 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, 2023 (*no cash value*)