

BULLDOG NATION

Excellence • Diversity • Unity • Pride

Employee Wellness:

YMCA Corporate membership
(40% saving for TCS Employees)

2022-23 New Employees

Recruitment Incentive:

(New to TCS during 2022-23)

ALL New Employees (certified and classified)

\$1,000 (\$500 for part time) – Paid In September 2022

IN ADDITION:

Area 1: \$1000 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:

- *\$1000 for previous two years (18-19 and 20-21) with composite data exceeding growth/"blue" data based on EVAAS.*

2022-23 Returning Employees

- One-time payment (September 2022) for ALL 2021-22 employees who return for 2022-23
 - \$2000 for all returning full time employees (\$1000 for returning part-time employees)
- Attendance (Instructional Year 2022-2023):
Awarded Each Month with Regular Pay Check
All Employees Are Eligible
September 2022 – May 2023
 - Perfect Attendance - \$75 (0 days missed)
 - 2 or fewer days missed - \$50
 - Includes any/all absences on student instructional days
 - Does not include leave taken on assigned calendar annual leave days, holidays, or optional workdays
- 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 November 2022 based on 20-21 to 21-22 data
 - Awarded in November 2023 based on 21-22 to 22-23 data

****All bonuses are subject to Board of Education approval and available funding.****

A prorated plan for returning bonuses upon resignation and/or receiving bonuses for late hires can be found:

https://docs.google.com/document/d/1d4_6xzRHKv6AaPE3r1b4qehby4lPWaWJHOaEndYgyDE/edit

2022-23 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 inclement weather 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 29, 2022.
- Traded time can be used on non-instructional days like annual leave time...this option saves annual leave days!!!
- Traded days earned during the 2022-2023 School year must be used by June 30, 2023 (*no cash value*) (*no carry over*)
- Can be used to support class coverage that exceeds 1 coverage per week.
- Examples can be found here: <https://docs.google.com/document/d/1QhF1i506g4rlrq1FrUmHFGi88UADfkb45D5VUIYhg/edit>

