

Incentives for Teaching in 2021-2022

BoE Approved Spring
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)

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

UPDATED Incentives: Board Approved June 1, 2021.

COVID/ESSER Retention Incentives:

- One-time payment (September 2021) for 2020-21 employees who return for 2021-22
 - \$500 for Classified Staff Members
 - \$1,000 for Certified Staff Members
- Attendance (Instructional Year 2021-2022):
August 9, 2021 – June 3, 2022
 - \$500 for any employee with 5 or fewer total absences (*PD of 5 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 May 2022
- Performance/Achievement
 - \$1,000 for any employee exceeding growth comparing 20-21 to 21-22; and comparing 21-22 to 22-23
 - 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 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*)

