

Incentives for Teaching in
2018-2019

BULLDOG NATION

Excellence • Diversity • Unity • Pride

Attendance for New & Returning

Employees: \$500 Bonus to teachers & other qualifying instructional personnel (not admins/directors) who miss 5 or fewer instructional days. (Paid at the end of June, 2019.)

8 or fewer Professional Development days will NOT count as missed days for the year. **All** other instructional day absences count against total missed days including: personal leave, sick leave, Worker's Comp., FMLA, etc.

2018-19 New Employees

Recruitment Incentive: (new to TCS during 2018-19)

Area 1: \$1000 signing bonus for teachers signing in these areas:

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

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

- \$2000 for previous two years with composite data exceeding growth.
- \$1000 for previous two years with composite data meeting growth with positive index

For BOTH Areas Above: If a teacher should leave TCS prior to July 1, 2019 they must repay to TCS the bonus. If a teacher should leave TCS July 1, 2019 – June 30, 2020, they must repay half of the bonus.

2018-19 Returning Employees

Local Supplement: 2018-19 for those who qualify: \$250 increase. (Plus \$750 increase in 2017-18, represents a \$1000 increase over 2-years. For most, that increase in supplement of 30% in 2 years.)

Retention Incentive: for 17-18 experienced TCS teachers who return for 18-19 after a review of EVAAS data; (will use 16-17 data released Fall of 2017 as well as 15-16, 14-15):

- \$3000 for composite data exceeding growth (Additional \$1500 for 3+ consecutive years of data exceeding growth)
- \$2000 for composite data meeting growth with positive index (Additional \$1000 for 3+ consecutive years of data meeting growth with positive index.)

OR

- \$500 Area data exceeding growth
- \$250 Area data meeting growth with positive index

Composite Data bonus will be paid as a monthly supplement included with regular pay checks. If the recipient leaves TCS, bonus payment will end just as regular checks end and the remainder of bonus will be forfeited.

Area Data will be paid on one check in September 2018. For area bonus if a teacher should leave TCS prior to July 1, 2019 they must repay the bonus to TCS.

EVAAS BONUS: When 17-18 EVAAS Data released:

One-time bonus payment for the year based on data released for previous school year in TCS (17-18).

Pay would come with December 2018 or January 2019 pay period based on new EVAAS data being released:

- EXCEED Growth: \$1500 (TCS Data)
- MEET Growth with positive index: \$1000 (TCS Data)

If a teacher should leave TCS prior to July 1, 2019 they must repay the bonus to TCS.

***All bonus money (excluding attendance) will require an additional contract outlining specific terms.**

2018-19 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 20, 2018.
- 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 2018-2019 School year must be used by June 30, 2019 (no cash value)