

Incentives for Teaching in  
2019-2020

# BULLDOG NATION

Excellence • Diversity • Unity • Pride

## Employee Wellness:

### YMCA Corporate membership

(40% saving for TCS Employees)

15% off afterschool programs and summer programs at the YMCA for TCS employees

Employee Assistance Program Services (free)

Novant Health Outreach programs and services

## 2019-2020 New Employees

### Recruitment Incentive: (new to TCS during 2019-20)

**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:

- *\$2500 for previous two years (2016-17, 2017-18) with composite data exceeding growth.*

If a teacher should leave TCS prior to July 1, 2020 they must repay to TCS the bonus. If a teacher should leave TCS July 1, 2020 – June 30, 2021, they must repay half of the bonus.

## 2019-20 Returning Employees

**Retention Incentive:** for 2018-19 TCS teachers who return to TCS for 2019-20, EVAAS data will be reviewed; (will use 2017-18 data released Fall of 2018 as well as 2016-17, 2015-16 as the look back for 3+ consecutive years):

- *\$4000 for composite data exceeding growth in 2017-2018*  
*(Additional \$2000 for 3+ consecutive years of composite data exceeding growth...2017-18, 2016-17, 2015-16)*

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

**EVAAS BONUS:** When 18-19 EVAAS Data released:

One-time bonus payment for the year based on data released for previous school year as a teacher in TCS (18-19).

Pay would come with December 2019 or January 2020 pay period based on new EVAAS data being released:

- EXCEED Growth: \$2000 (TCS Data for 2018-2019 school year)

*If a teacher should leave TCS prior to July 1, 2020 they must repay the entire bonus to TCS. If a teacher should leave TCS July 1, 2020 – June 30, 2021, they must repay half of the bonus.*

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

## 2019-2020 Options for Earning Traded Time

- Traded time can be earned by working at TMS or THS athletic events in non-compensated roles (approved by Athletic Directors) or completing non-compensated weekend or summer duties/PD/etc. with approval from Central Office
- Traded time can be used on optional workdays, annual leave days, and inclement weather days. It is basically like annual leave time...this option saves annual leave days and provides extra time and financial benefit in the long run!
- Traded days will be capped at 10 days per year
- Traded days earned in the 2019-2020 school year must be used by June 30, 2020 (*no cash value*)