

Incentive Parameters

Incentive I: SIGNING BONUS (Non-Hard-to-Staff)

Amount: \$3,000 or \$2,000

Eligibility: Teacher and School-Site Based “Teacher-Like” Job Classifications

Major Stipulations

- ✓ A \$3,000 signing bonus will be paid to returning non-hard-to-staff teacher and school-site based “teacher-like” job classifications who sign their contractual agreements for the FY17 within the 10-day contract review period.
- ✓ A \$2,000 signing bonus will be paid to new hire and rehire, non-hard-to-staff teacher and school based “teacher-like” job classifications to include those individuals who did not sign during the renewal period or previous employment with the district during the FY16 school year.
- ✓ CCPS will list the non-hard-to-staff positions and “teacher like” positions on its website. It is solely within CCPS’ discretion to determine as to which positions are eligible for a signing bonus.
- ✓ Teachers and school-based “teacher-like” employees on any job protected leave (Worker’s Compensation, Family Medical Leave, etc.) will be eligible for the signing bonus after they sign their contractual agreement.
- ✓ The cut-off for eligibility of full payment of signing bonuses is December 31, 2016.
- ✓ Eligible employees hired between January 1, 2017 and March 1, 2017 will be eligible to receive a prorated amount of \$1,000 for signing their FY17 contract.
- ✓ All signing bonuses will be issued as a one-time payment in September 2016 as a separate paper check. Eligible staff members hired after September will be paid in the month in accordance with their hire date.

All signing bonuses will be recouped from anyone who does not fulfill his/her contractual agreement for FY17, including individuals who accept a new assignment into a position that was ineligible for a signing bonus. The amount will be prorated in half if the move occurs during the second semester.

Incentive II: SIGNING BONUS (Pre-Determined Hard-to-Staff)

Amount: \$10,000

Eligibility: Teachers in predetermined Hard-to-Staff Positions

Major Stipulations

- ✓ A \$10,000 signing bonus will be paid to returning teachers in predetermined hard-to-staff teaching positions who sign their contractual agreements for the FY17 within the 10-day contract review period.
- ✓ CCPS will list the hard-to-staff positions on its website. It is solely within CCPS’ discretion to determine as to which positions are eligible for a signing bonus.
- ✓ A \$10,000 signing bonus will be paid to new hire and rehires (individuals who were not previously employed with district during the FY16 school year) in predetermined hard-to-staff teaching positions.

- ✓ A \$6,000 signing bonus will be paid to rehires in predetermined hard-to-staff teaching positions who did not sign their contractual agreement for the FY17 within the 10 day contract review period or previously employed with the district during the FY16 school year.
- ✓ Pre-determined hard-to-staff teachers on any job protected leave (Worker's Compensation, Family Medical Leave, etc.) will be eligible for the signing bonus after they sign their contractual agreement.
- ✓ To be eligible for the signing bonus, a teacher must have greater than 50% of their teaching assignment in a pre-determined hard-to-staff job classification.
- ✓ Employees who are not currently teaching in a pre-determined, hard-to-staff teaching position will be allowed to transfer into one of these classifications as long as they meet the criteria for transfer in accordance with Board policy GBM and the accompanying regulations until May 20, 2016.
- ✓ All signing bonuses will be issued as a one-time payment in September 2016 as a separate paper check. Eligible staff members hired after September will be paid in the month in accordance with their hire date.
- ✓ The cut-off for eligibility of full payment of signing bonuses is December 31, 2016.
- ✓ Eligible employees hired between January 1, 2017 and March 1, 2017 will be eligible to receive a prorated amount of \$5,000 for signing their FY17 contract.

All signing bonuses will be recouped from anyone who does not fulfill his/her contractual agreement for FY17, including individuals who accept a new assignment into a position that was ineligible for a signing bonus. The amount will be prorated in half if the move occurs during the second semester.

Incentive III: Signing Bonus (Priority and Focus Schools existing on January 4, 2016: Drew High School, North Clayton High School, Forest Park High School, Mundy Mill High School, Northcutt Elementary School, Edmonds Elementary School)

Amount:	\$12,000
Eligibility:	External candidates with a documented student growth percentile (SGP) rating at Level 3 (minimum score of 50) hired to teach in core content areas (Reading, Math, Science, Social Studies, and English/Language Arts).

Major Stipulations

- ✓ A \$12,000 signing bonus will be paid to individuals who meet the above criteria and sign their contractual agreements for the FY17.
- ✓ It is solely within CCPS' discretion as to the eligibility requirements for this signing bonus.
- ✓ The cut-off for eligibility of full payment of signing bonuses is December 31, 2016.
- ✓ Eligible employees hired between January 1, 2017 and March 1, 2017 will be eligible to receive a prorated amount of \$6,000 for signing their FY17 contract.
- ✓ All signing bonuses will be issued as a one-time payment in September 2016 as a separate paper check. Eligible staff members hired after September will be paid in the month in accordance with their hire date.

- ✓ To be eligible for the signing bonus, an external teacher must be hired at one of the aforementioned schools and have greater than 50% of their teaching assignment in an aforementioned core area.
- ✓ Teachers returning or transferring to a Focus or Priority school **will not** be eligible for this signing bonus.

All signing bonuses will be recouped from anyone who does not fulfill his/her contractual agreement for FY17, including individuals who accept a new assignment into a position that was ineligible for a signing bonus. The amount will be prorated in half if the move occurs during the second semester.

Incentive IV: Discounted Childcare (Campus Kids)

Amount: Staff will pay \$20 per week for Campus Kids childcare

Eligibility: Must be an active full-time employee

Major Stipulations

- ✓ Eligible employees must be active full-time.
 - ✓ Employees will be responsible for late pick-up payments in accordance to Campus Kids rules and regulations.
 - ✓ This incentive will only be available for employees whose children attend schools where the Campus Kids program is offered.
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Incentive V: Bonus Pay

Amount: 3% one-time

Eligibility: Must be an active full-time employee

Major Stipulations

- ✓ A 3% one-time bonus will be paid to all active full-time staff in a separate paper check on January 15, 2016.
 - ✓ To be eligible, an individual must be:
 - a full-time, active employee
 - employed on or before December 1, 2015
 - currently employed full-time on January 15, 2016
 - ✓ Bonus will be 3% of your salary paid as of December 1, 2015.
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Incentive VI: Perfect Attendance Bonus

Amount: \$200 semi-annually

Eligibility: Only for active full-time employees

Major Stipulations

- ✓ A full-time active employee with no tardiness, no partial workdays, no planned or unplanned leave of any kind with the exception of **approved work-related professional leave**, will be eligible to receive the \$200 perfect attendance bonus.
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Incentive VII: Longevity Mementos
Amount: Recognition for Service
Eligibility: Must be an active full-time employee

Major Stipulations

- ✓ A full-time active employee must be at career benchmark 5, 10, 15, 20, 25, and 30 starting in FY17.
- ✓ The gifts are not retro-active.
- ✓ Items will be non-monetary and will be determined at a later date.

Incentive VIII: Relocation Reimbursement
Amount: \$1,500
Eligibility: External employees who currently live 50 miles or more from the CCPS Central Office Administrative Complex

Major Stipulations

- ✓ Cannot be an employee of CCPS in the FY16 school year.
- ✓ Previous residence must have been at least 50 miles away from the CCPS Central Office Administrative Complex at the time of contract offer.
- ✓ Required mandatory documentation:
 - 1) proof of former **and** current residence (i.e., lease/mortgage agreement or college/university housing agreement),
 - 2) former and current utility bill (gas, water, electric) --- Note: college students who graduated in the Fall of 2015 or Spring/Summer of 2016 are only required to provide current utility bill matching address on the driver's license,
 - 3) valid driver's license with current address
 - 4) documented verification of distance (i.e., Mapquest, Expedia) of former residence from the CCPS Central Office Administrative Complex.
- ✓ Must have signed a contractual agreement for FY17 and reported for duty before payment can be made.
- ✓ Payment to be issued within 60 days of approval of submitted documentation.

All relocations reimbursements will be recouped from anyone who does not fulfill his/her contractual agreement for FY17.

Incentive IX: Elimination of the (BT Provisional Salary Scale)
Amount: Varies based on employees current salary
Eligibility: Teacher and school site-based "teacher-like" job classifications

Major Stipulations

- ✓ Must be an active employee in a school site-based "teacher-like" job classification working and being paid on a provisional certificate.
- ✓ All employees currently on BT-salary scale will be moved to T-salary scale, effective July 1, 2016.

- ✓ Payments are not retroactive and will be reflected on the September, 2016 paycheck.
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Incentive X: Community Discounts

Amount: Varies depending on vendor discounts

Eligibility: All active full-time employees

Major Stipulations

- ✓ Must be an active employee full-time employee to qualify for discounts.
 - ✓ Must have a valid CCPS work identification.
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Incentive XI: School supply card

Amount: \$100

Eligibility: Newly hired teachers and school site-based “teacher-like” job classifications

Major Stipulations

- ✓ Must be an active new hire in a school site-based “teacher-like” job classification for FY17.
 - ✓ Distribution will take place at New Teacher Orientation if contract has been signed; if New Teacher Orientation has occurred, distribution will take place at the next New Employee Orientation.
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Incentive XII: 4% pay raise + 1 step increase

Amount: Varies based on employees current salary

Eligibility: Active full-time employees

Major Stipulations

- ✓ 4% pay raise
 - will be reflected in the FY17 salary schedule for all active full-time employees
 - Bright from the Start positions and JROTC Instructors will receive supplemented raises up to 4% based on potential programmatic salary raises.
- ✓ 1 step increase
 - be an active full-time employee. (Excludes the following job classifications: Bright from the Start positions, JROTC Instructors)
 - employee must be hired on or before August 10, 2015.
 - if an employee has reached the maximum step according to the compensation handbook, the employee will only receive the 4% pay raise and not the 1 step increase.
 - teacher and school site-based “teacher-like” job classifications will receive only the annual step according to state law and not the additional 1 step increase from the district.

**Eligible Signing Bonus Amount by Classification
(Teacher and “Teacher Like” Job Classifications)**

Class	Class Title	Bonus Amount
4700	SPECIAL ED COMPLIANCE SPEC.	3,000.00
4910	SITE INSTRUCTIONAL FACILITATOR	3,000.00
4911	SITE INST. FACILITATOR - ELITE	3,000.00
5007	TEACHER-ESOL	3,000.00
5010	TEACHER-KINDERGARTEN	3,000.00
5011	TEACHER-FIRST GRADE	3,000.00
5012	TEACHER-SECOND GRADE	3,000.00
5013	TEACHER-THIRD GRADE	3,000.00
5014	TEACHER-FOURTH GRADE	3,000.00
5015	TEACHER-FIFTH GRADE	3,000.00
501C	TEACHER-EARLY INTERVENTION-KDG	3,000.00
501E	TEACHER-EARLY INTERVENTION 1-3	3,000.00
501G	TEACHER-EARLY INTERVENTION 4-5	3,000.00
501S	TEACHER-SIXTH GRADE ELITE ACAD	3,000.00
501T	TEACHER-SEVENTH GD ELITE ACAD	3,000.00
501U	TEACHER-EIGHTH GD ELITE ACAD	3,000.00
501V	TEACHER-GENERAL HS ELITE (Music)	3,000.00
5020	TEACHER-M/S ART	3,000.00
5024	TEACHER-M/S HOME ARTS	3,000.00
5026	TEACHER-M/S PHYSICAL EDUCATION	3,000.00
5027	TEACHER-M/S COMPUTER TECH	3,000.00
502D	TEACHER-GENERAL MUSIC HIGH	3,000.00
502E	TEACHER DANCE HIGH SCHOOL	3,000.00
502F	TEACHER DRAMA HIGH SCHOL	3,000.00
502M	TEACHER - ART - ELITE ACADEMY	3,000.00
502N	TEACHER-LANG. ARTS ELITE ACAD	3,000.00
502R	TEACHER-SOCIAL STUDIES ELITE	3,000.00
502T	TEACHER-PE ELITE SCH ACADEMY	3,000.00
502V	TEACHER-M/S DANCE	3,000.00
502X	TEACHER M/S CONNECTIONS	3,000.00

502Z	TEACHER-M/S DRAMA/THEATRE	3,000.00
5030	TEACHER-ELEM MUSIC	3,000.00
5032	TEACHER-ELEM ART	3,000.00
5034	TEACHER-ELEM PE	3,000.00
5037	TEACHER-HOSPITAL HOMEBOUND	3,000.00
5038	TEACHER-BAND	3,000.00
503A	TEACHER - ELEMENTARY DANCE	3,000.00
503B	TEACHER - ELEMENTARY THEATRE	3,000.00
503I	TEACHER-M/S LANGUAGE ARTS	3,000.00
503M	TEACHER-M/S MATH	3,000.00
503P	TEACHER-M/S SCIENCE	3,000.00
503R	TEACHER-M/S SOCIAL STUDIES	3,000.00
5040	TEACHER-CHORUS	3,000.00
5041	TEACHER-ORCHESTRA	3,000.00
5042	TEACHER-SECONDARY ART	3,000.00
5043	T-HOME EC/FAMILY-CONSU SCIENCE	3,000.00
5047	TEACHER-PC/TECH	3,000.00
504N	TEACHER-LANGUAGE ARTS	3,000.00
504R	TEACHER-SOCIAL STUDIES	3,000.00
504T	TEACHER-PE	3,000.00
5051	TEACHER-MARKETING EDUCATION	3,000.00
5052	TEACHER-COMP BUS ED	3,000.00
5060	TEACHER-PRESCHOOL	3,000.00
5061	TEACHER-ADAPT.PSYS.ED.(APE)	3,000.00
5063	TEACHER-SPECIAL NEEDS KINDERG	3,000.00
506J	TEACHER-ASSISTIVE TECHNOLOGY	3,000.00
506L	TEACHER-GIFTED ELITE ACADEMY	3,000.00
	Only High School Math & Science	10,000.00
506M	TEACH-SPEC ED-INTER-ELITE ACAD	3,000.00
	Only High School Math & Science	10,000.00
506S	TEACHER-SUPPORTED EMPLOYMENT	3,000.00
506V	BEHAVIOR INTERVENTION SPEC.	3,000.00
5074	TEACHER-MILDLY INTEL DIS (MID)	3,000.00
5078	TEACHER-MUSIC THERAPY(MT)	3,000.00
5079	TEACHER-AUDIOLOGIST	3,000.00
508A	GNETS SUPERVISOR (SOUTH METRO)	3,000.00
508C	GNETS BEHAVIOR SPECIALIST (SM)	3,000.00

508D	GNETS TEACHER (SOUTH METRO)	3,000.00
508S	AUTISM SPECIALIST	3,000.00
509A	TEACHER-ART THERAPY	3,000.00
5141	ROTC INSTRUCTOR	3,000.00
5201	COUNSELOR-GUIDANCE	3,000.00
5205	COUNSELOR - 11 MONTHS	3,000.00
5209	COUNSELOR/INT. ADV.	3,000.00
5301	MEDIA SPECIALIST	3,000.00
5305	MEDIA SPECIALIST -ELITE ACAD	3,000.00
5023	TEACHER-M/S INDUSTRIAL TECH	10,000.00
5028	TEACHER-M/S FOREIGN LANGUAGE	10,000.00
502P	TEACHER-MATH ELITE ACADEMY	10,000.00
502Q	TEACHER-SCIENCE ELITE ACAD	10,000.00
502S	TEACHER-FOREIGN LANG. ELITE	10,000.00
5031	TEACHER-FOREIGN LANGUAGE	10,000.00
5035	TEACHER-REMEDIAL	3,000.00
	Only High School Math & Science	10,000.00
5044	TEACHER-INDUSTRIAL TECH	10,000.00
5046	TEACHER-TV/VIDEO TECHNOLOGY	10,000.00
504P	TEACHER-MATH	10,000.00
504Q	TEACHER-SCIENCE	10,000.00
5054	T-HEALTH-OCCUP/HEALTHCARE SCI	10,000.00
5058	TEACHER-TRADE AND INDUSTRY/AUTO & CONSTRUCTION	10,000.00
	Excludes Cosmetology	3,000.00
505B	TEACHER-AGRI-SCIENCE	10,000.00
505D	TEACHER-LAW AND JUSTICE	10,000.00
5064	TEACHER-EMOTION BEH. DIS.(EBD)	10,000.00
5065	TEACHER-INTERRELATED SPEC ED	3,000.00
	Only High School Math & Science	10,000.00
5066	TEACHER-GIFTED	3,000.00
	Only High School Math & Science	10,000.00
5068	TEACHER-HEARING IMPAIRED(HI)	10,000.00
5069	TEACHER-SPEECH IMPAIRED(SI)	10,000.00
506B	TEACHER - AUTISM GEN. CURR.	10,000.00
506E	TEACHER-MOID/SID/PID	10,000.00
506F	TEACHER-SID/PID	10,000.00
506P	TEACHER-AUTISM-ADAPTED CURR.	10,000.00

506Q	TEACHER-FMID-ADAPTED CURR.	10,000.00
5070	TEACHER-VISUALLY IMPAIRED(VI)	10,000.00
5072	TEACHER-ORTHO IMPAIRED(OI)	10,000.00
5075	TEACHER-MOD.INTEL DISAB.(MOID)	10,000.00

**If you are in a classification not on this list, you are not entitled to any signing bonuses*