

## CCPS FY 2022 Compensation Incentives

PERFORMANCE CATEGORY	COMPENSATION INCENTIVE	ELIGIBILITY	ELIGIBILITY REQUIREMENTS	DATE
Professional Learning Incentive	1000	School based employees on Teacher's Scale (T-Scale)	Must complete 30 hours of professional learning in your specialization or an instructional need	May
Career Ladder Incentive K-5 Math K-5 Science Reading Gifted ESOL PBIS Dyslexia	500 500 500 500 500 500 500	School based employees	Must be active on PSC certificate by October 8th	November
Longevity Incentive	50/year	District Wide - ALL full-time employees are eligible	Employees are eligible to receive longevity incentive payments when they reach 3 years of service with the District. At that time, employees will receive payments based on \$50 for each year of service.	December
Key Milestone Incentives  5 Years 10 Years 20 Years 30+ Years	250 500 750 1000	District Wide - ALL full-time employees are eligible	Employees will receive an additional bonus based on key milestone consecutive years of service with the District. one time payment for 5 Years of Service one time payment for 10 Years of Service one time payment for 20 Years of Service one time payment for 30+ Years of Service	December
Equity Incentive	500	T-scale employees	steps on the teachers' scale do not include an	October
Retirement Contribution	1000	PSERS participants - Maintenance, Nutrition and Transportation	Public School Employee Retirement System	June

**\*\*Additional Information:**

1. All incentives will be taxed at employees individual income tax rate.
2. Incentives are only paid when funds are available and budgeted.
3. All CCPS Employees will receive a step increase as well as a 3% Cost of Living Adjustment. ( If employee is currently on the maximum step, employee will receive only a COLA)
4. Employees must be currently employed and active at date of payment.
5. All Professional Development will be tracked via PDEExpress.
6. PL must be in the area of specialization or an area that will enrich effectiveness of an additional educational field.
7. Key Milestone Incentive: All employees who have more than 30 years of service will receive \$1000 a one-time key milestone payment.