

Performance Incentive for Highly Qualified Teachers into High Needs Schools

K-6 Incentive - \$600.00 - \$1,000.00 per Month Salary Incentive

*Teachers who possess A-Level licenses in one of the preferential areas, will receive an additional **\$600** per month. Teachers who possess G-Level license (Master's degree), in one of the preferential areas, will receive an additional **\$1,000** per month.

Participating Schools

Lillian Black, Ferguson-Easley, and Westarea Elementary Schools

K-6 Incentive Criteria:

- Possess a North Carolina Elementary K-6 continuing license (or Exceptional Children's continuing license for EC assignment)
- Also possess North Carolina licensure in one of the following preferential areas: Reading, Exceptional Children, or Academically Gifted
- Meet the federal definition of Highly Qualified in K-6 and one of the preferential licensure areas
- Have achieved a trend of high student performance and academic growth in student performance outcomes
- Have met "Proficient" or above on all evaluations

Highly Effective Teacher Incentive - \$1,000.00 per Month Salary Incentive

Participating Schools

Elizabeth Cashwell, T.C. Berrien, Walker Spivey, and W.T. Brown Elementary Schools

Douglas Byrd, Ireland Drive, Nick Jerald's, Spring Lake, and Westover Middle Schools

Alger B. Wilkins, Douglas Byrd High, E.E. Smith, Seventy-First, and Westover High Schools

Highly Effective Teacher Incentive Criteria:

- Possess a North Carolina Elementary K-6 continuing license (or Exceptional Children's continuing license for EC assignment) or Middle or High School license in specific content area
- Meet the federal definition of Highly Qualified in licensure area of assignment
- Have achieved a trend of high student performance and academic growth in student performance outcomes
- Have met "Proficient" or above on all evaluations

How to Apply and/or More Information

Contact Jennifer Rancour at Human Resources, jenniferrancour@ccs.k12.nc.us or 910.678.2322.