

CCPS FY 2023 Compensation Incentives

PERFORMANCE CATEGORY		COMPENSATION INCENTIVE	ELIGIBILITY	ELIGIBILITY REQUIREMENTS	DATE
Career Ladder Incentive	K-5 Math K-5 Science Reading Gifted ESOL PBIS Dyslexia Urban Education	\$500	School Based Employees	Must be active on PSC certificate by October 7th Field Code - FLD970 Field Code - FLD971 Field Code - FLD833 or FLD894 or FLBD895 Field Code - FLD881 Field Code - FLD825 Field Code - FLD890 Field Code - FLD872 Field Code - FLD891	November
Special Education Incentive		\$3,000 \$2000 current para/\$1000 new para	New and Current Teacher Special Education Professional Special Education Paraprofessional	Special Education Certified and actively working in the position Engage in daily activities to support Special Education	January
Retirement Contribution		\$1200 or 6% whichever is greater	PSERS participants - Maintenance, Nutrition and Transportation	403 B Employee Retirement System	Monthly
Transportation Incentive	Perfect Attendance Bonus	\$500	Drivers & Monitors	Did not miss a day of work in 1st quarter 10/7/22 Did not miss a day of work in 2nd quarter 12/16/22 Did not miss a day of work in 3rd quarter 3/17/23 Did not miss a day of work in 4th quarter 5/26/23	Semi monthly (estimate 4 months)
	Going the extra mile incentive (G.T.E.M.)	\$150	Drivers & Monitors	Staff who perform extra work assignments	One-time Stipend
	CDL endorsements	\$300	Administrative Staff ONLY (Managers, Supervisors, Routers, Trainers, Mechanics)	With CDL who drive	
Nutrition Incentive	Perfect Attendance Bonus	\$500/quarter	Nutrition Workers, Asst Managers, Apprentices & Technicians	No absence during the quarter Must arrive on time and work the entire shift to qualify No disciplinary action during the quarter	Period Per Quarter 7/25/22-9/30/22 / October Pay 3/6/23-5/26/23 / June Pay 1/3/23-3/3/23 / April Pay 10/3/22-12/16/22 / January Pay
	Customer Service Incentive	\$100/quarter	Nutrition Managers, Asst Managers, and Workers	No meal/customer service complaints conducts and documents student involved promotional activities	
	Perfect Health Score Incentive	\$100/Semester	Nutrition Managers, Asst Managers, and Workers	Any period that the team achieves a perfect health score	
	Productivity Incentive	\$100 every pay period that the following occurs	Nutrition Managers, Asst Managers, and Workers	Team does not request assistance when 25% or more of the nutrition staff are absent for more than 2 consecutive days	
4hr employees will receive half the incentive pay per category					
Top Out Incentive	Employees at top of grading scale	1% increase plus 1% COLA	Any active employee who is on the last step of their grade	Current employee who are on the last step of their grade	July-12 Month Employee / September All Other Employees

Updated: 08.18.22