

**Cobb County School District**  
Priority Schools  
Longevity Incentive

In March 2001, the Cobb County School District Board of Education approved a Longevity Incentive for selected certified employees to encourage continued service in our designated Priority Schools. **Citing concerns regarding the ineffectiveness of the Longevity Incentive, the CCSD Board of Education approved the phase-out of the Priority School Longevity Incentive on June 28, 2007.**

The Longevity Incentive phase-out will occur as a one-time, final service incentive payment to eligible certified employees on their next year of service per the established incentive payout cycle – in other words, all eligible certified employees hired before SY07-08 will receive a check based on their completed years of service as listed below:

- 3rd completed year of service = \$2,500
- 6th completed year of service = \$3,500
- 9<sup>th</sup>, 15<sup>th</sup>, 22<sup>nd</sup> or 28<sup>th</sup> completed year of service = \$5,000

In addition, eligibility to receive a one-time payment is contingent on meeting the following criteria:

- Assigned to a full-time or part-time teaching or instructional support position as a Classroom Teacher, Media Specialist, Counselor, Academic Coach, Graduation Coach, Area Lead Teacher or Special Education Lead Teacher during school year 2006-2007, and continue to be employed full-time or part-time at the 3<sup>rd</sup>, 6<sup>th</sup>, 9<sup>th</sup>, 15<sup>th</sup>, 22<sup>nd</sup> or 28<sup>th</sup> year of service in a CCSD Priority School at the time of payout
- Possess a Clear Renewable Georgia Teaching Certificate, or, if on a Provisional Certificate, be making satisfactory progress towards clear renewable credentials, and thus eligible for re-employment as a certified employee
- Receive a “Satisfactory” annual evaluation or equivalent rating for the years of credible service in a Priority School
- Must work at least 120 days per school year to receive 1 year of service credit
- Part-time employees (50%-99%): 2 years of qualified service equals 1 year of service credit

The Priority School Longevity Incentive payment year is paid in May and is subject to normal tax and other routine withholding requirements.