

# **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 Kimberly McLaurin at Human Resources, [kimberlymclaurin@ccs.k12.nc.us](mailto:kimberlymclaurin@ccs.k12.nc.us) or 910.678.2322.