

**Halifax County Schools
Staff Incentive Plan Proposal
Certified Staff**

(Individuals on Mandatory, Monitored or Directed Action Plans are not eligible for the Incentive Bonus.)

Recruitment/Retention Bonus:

Certified staff members who meet the criteria listed within each category in this plan will receive a sign-on bonus of \$2500 and a retention bonus of \$2500.

Incentive Bonus:

A mid-year bonus (\$2500) and end of year bonus (\$2500) are both contingent upon staff meeting 4 of 5 focus areas at the time of pay-out as a Halifax County Schools employee for the _____ school year.

Recruitment/Retention Bonus: \$5000

- New certified staff members who sign on to work in the school district will receive \$2500.
- Certified staff members who return to the school district for the upcoming year will receive \$2500.

Incentive Bonus Categories: \$5000 (Must meet 4 out of 5 focus areas to be eligible for the incentive.)

Staff Attendance (as documented in the payroll system)

- Be present for 97% of school year (Certified staff members cannot miss more than 2.5 days by January _____ and miss no more than 2.5 days by June _____.)

Professional Development

- Attend 80% of all scheduled professional development sessions.

Staff Evaluation

- Be proficient in All evaluation standards.

School Growth (must meet at least one)

- School must make high growth.
- School must increase performance composite by 10 points.
- School must meet at least 60% of its Annual Measurable Objectives.
- School or individual teacher has 60% of its students scores at or above grade level on Measure of Academic Progress, common district assessments or common formative assessments (comparing beginning of year to end of year).

Parental Involvement (must meet both)

- Attend 2 PTA/AVID Family nights.
- Attend 1 Community Forum.

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New certified staff members are eligible to receive up to \$10,000.

- Sign-on Bonus: \$2500
- Retention Bonus: \$2500
- Incentive Bonus: \$5000

Current certified staff members are eligible to receive up to \$7500.

- Retention Bonus: \$2500
- Incentive Bonus: \$5000

*Individuals may request to have case reviewed by the Principal and/or Superintendent.

*If hired after January 1, _____, the sign on bonus will be prorated based on the date of hire.

*All recommendations are pending until approved by the Superintendent.

By signing below, I acknowledge that I have received, discussed and agreed to the aforementioned Incentive Plan that was provided to the eligible staff in Halifax County Schools.

Teacher Date

Principal Date

Superintendent/Assistant Superintendent Date