

Onslow County Schools

2016-17 State Legislated Merit Based Bonus

Eligibility:

1. Must be a non-educator as restricted by the Merit Based Bonus legislation included in NC Session Law 2016-94. Non-educator is defined as employees other than teachers and instructional support personnel paid on the teacher salary schedule.
2. Must be employed with Onslow County Schools on September 1, 2015 and have remained continuously employed with Onslow County Schools through January 1, 2017 as a permanent employee in leave earning status or a bus driver, bus monitor, cafeteria assistant, or child care worker with a daily work assignment.
3. Must have satisfactory job performance that meets or exceeds expectations as evidenced by the absence of a documented letter of reprimand filed between September 1, 2015 and January 1, 2017.

Payment Frequency and Amount:

- The one-time merit based bonus payment will be paid on January 31, 2017.
- For each 100% employed eligible OCS employee, the payment will be \$400.
- For each less than 100% employed eligible OCS employee, the payment will be as follows:
 - \$400 for those with an employment percentage over 75%
 - \$300 for those with an employment percentage over 50% through 75%
 - \$200 for those with an employment percentage of 50%
- For each eligible bus driver, bus monitor, cafeteria assistant, and child care worker with a daily work assignment who is employed less than 50%, the payment will be \$200.

Special Conditions:

- Employees on paid leave will receive payment if eligibility requirements are met.
- Teachers/Instructional Support Personnel paid from the State certified pay schedules for teachers/instructional support/psychologists are not eligible for this bonus.
- Other types of employment arrangements, including those who only work on an intermittent or substitute basis, are not eligible for this bonus.
- This one-time merit based bonus is not subject to retirement contribution.