



# FY'22 Incentive Supplement Frequently Asked Questions

Compensation Department  
Division of Business Services

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## Is CCPS paying the \$2,000 end-of-year supplement payment from the state?

- Yes, CCPS will pay the end-of-year supplement to everyone designated as eligible by the State. Additionally, CCPS will extend the end-of-year supplement to more employee groups than those that are designated by the state, CCPS has labeled this as an **Incentive Supplement**. CCPS employees (full-time, part-time, substitutes) will receive a one-time \$2,000 supplement.

## Who is eligible for a \$2,000 salary supplement payment on 4/29?

- All full-time employees must be actively working as of April 1, 2022 (A full-time employee has an FTE (full-time equivalent) equal to or greater than 0.5).
- Employees on leave, and in a paid status are eligible.
- Employees on leave, actively employed but in an unpaid status will be reviewed when they return to work. (return date must be before June 15, 2022)
- Part-time employees (hourly) must be actively working as of April 1, 2022, and substitutes must be actively working and must meet specific minimum requirements to qualify for the supplement.
- To meet these requirements, the substitute employee must have
  - Worked a minimum of 90 days and was active within the last 30 days
- The one-time Incentive Supplement will be paid to all eligible CCPS employees by the end of April 2022.

## What deductions may come out of my salary supplement payment?

- It is important to note that the incentive payment will be taxed at an employee's individual income tax rate.
- Employers are required to deduct mandatory payroll taxes, which are FICA (1.45%), federal income tax, and state income tax.
- Salary supplement payments are not subject to Teacher Retirement System (TRS) or benefits deductions, like health insurance.

**No payments will be made after June 15, 2022.**

## Who do I contact if I have questions?

- Email the Compensation Department at [ccps.compensation@clayton.k12.ga.us](mailto:ccps.compensation@clayton.k12.ga.us)