



Human Resources
Total Rewards/Office of Compensation

160 South Hollywood • Memphis, TN 38112 • (901) 416-5300 • Fax (901) 416-6459 • www.scsk12.org

One-Time “Longevity Pay” Bonus SY 2023-24 ONLY Frequently Asked Questions

Section 1. EMPLOYEE ELIGIBILITY REQUIREMENTS

Positions eligible for the one-time “Longevity Pay” bonus?

Listed below are the job titles within Memphis-Shelby County Schools (MSCS) eligible for this one-time bonus:

- Classroom Teacher
- School-based Instructional Curriculum Coach
- School-based Instructional Facilitator
- School-based Instructional Math/Literacy Coach
- Interventionist
- Learning Recovery Interventionist
- Librarian
- Librarian in Training
- Professional School Counselor
- ROTC Instructor
- ROTC Instructor in Training
- Special Instruction
- Virtual School College and Career Counselor

Eligibility requirements?

- You must be a current active full-time employee of MSCS with 10 plus years of continuous employment at the time of distribution to receive the one-time “Longevity Pay” bonus
- You must be paid on the Teacher Salary Schedule to be eligible
- The one-time “Longevity Pay” bonus does not include teaching experience outside of MSCS

What are the eligibility groups and the amount of the one-time bonus for each?

Eligibility Groups in Years of Service	Amount of Bonus
10-14 Years	\$800
15-19 Years	\$1,000
20-29 Years	\$2,000
30 or More Years	\$3,000



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What are the eligibility groups based upon?

The groups are based on continued service (loyalty) with MSCS, based on your **Hired or Rehired start date**. Note: Breaks in years of service are not included in the one-time bonus. MSCS factors in consecutive years of service with MSCS only. **Please see the example below.**

EXAMPLE:

MSCS Employee:	John Doe
Hire Date:	8-2-2010
Separation Date:	10-10-2012
Rehire Date:	8-3-2013 <i>(This is the date used to calculate total consecutive years' service time)</i>
Total years eligible for bonus =	10 years

How would I know if I am eligible for the one-time “Longevity Pay” bonus payment?

- Eligible employees will receive notification via their MSCS email account informing them that they will receive the one-time “Longevity Pay” bonus payment
- Eligible employees will also receive a personalized letter with their one-time “Longevity Pay” bonus payment amount and group via the US mail by December 22, 2023
- Note: If your home address on file with MSCS is not current, please go into the Employee Portal, review your information, and make any necessary corrections

Section 2. PAYMENT INFORMATION

When will the one-time “Longevity Pay” bonus payment be issued?

The one-time “Longevity Pay” bonus payment will be issued on December 22, 2023, to eligible employees.

How will the “Longevity Pay” Bonus be paid?

The one-time “Longevity Pay” bonus will be paid in a single lump sum amount.



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Will I be eligible to receive the one-time “Longevity Pay” bonus payment next year?

No, the one-time “Longevity Pay” bonus payment is approved and budgeted for the current MSCS fiscal year, July 1, 2023 – June 30, 2024.

Will taxes and other deductions be taken from this payment?

Yes, the one-time “Longevity Pay” bonus payment is subject to applicable taxes and deductions, according to Federal and State laws.

Section 3. GENERAL INFORMATION

How can I confirm my number of years with the district?

To confirm your number of years with MSCS, please contact employeeconnect@scsk12.org.