

BOARD AGENDA ITEM

January 24, 2023

SUBJECT:

Proposed Incentive for Teacher Retention

BACKGROUND INFORMATION:

Our District, like many others, continues to deal with a shortage of teachers. That shortage places a greater burden on existing staff. Turnover rate for the 2021-2022 school year was 16.1%, and the District currently has 41 classroom teacher vacancies. The Administration is seeking an incentive to assist in the retention of these dedicated teachers.

ADMINISTRATIVE CONSIDERATION:

The Administration believes a retention bonus for current teachers would assist as a retention tool. Proposed parameters for the bonus are described below.

- \$1,000 retention bonus for returning teachers and other “teacher-like”, step-required positions as defined by the SCDE including JROTC Instructors, School Psychologists, Occupational Therapists, Physical Therapists, and School Nurses. LOA5/rehired-retirees working in a teaching position would also be eligible for the retention bonus.
- “Returning” is defined as someone employed through the conclusion of the 2022-2023 school year and employed as of the first scheduled workday for the position for the 2023-2024 school year. Any gaps would make someone ineligible for the retention bonus.
- The bonus would be paid by June 9, 2023, for employees who are issued and sign contracts for 2023-2024 (teachers, JROTC instructors, and school psychologists) and by August 9, 2023, for all other eligible employees who are not issued contracts (OT/PT, school nurses, and LOA5).
- The retention bonus would be for the 2023-2024 school year.
- The sign-on bonus will be subject to payroll tax but not State retirement.

For planning purposes, projected costs are estimated at \$1,500,000. Because the bonus will be treated as a one-time item, the Administration recommends funding from General Fund fund balance. 2.70 months’ unassigned General Fund fund balance reserves would remain after the retention bonus of teachers.

RECOMMENDATION:

Approve implementation of retention bonus for returning teachers.

PREPARED BY:

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