

BOARD AGENDA ITEM

February 8, 2022

SUBJECT:

Proposed Incentive for Teacher Recruitment

BACKGROUND INFORMATION:

Our District, like many others, continues to deal with a shortage of teachers. With lower numbers of graduating new teachers and increasing numbers of teachers leaving the profession, the applicant pool is smaller and competition for the best is tighter. The Administration is seeking an incentive to assist in the recruitment of teachers.

ADMINISTRATIVE CONSIDERATION:

The Administration believes a sign-on bonus for newly-hired teachers in high need and difficult to staff locations and content areas would work as a recruitment tool. Proposed parameters for the bonus are described below.

- \$2,500 sign-on bonus for newly hired teachers at Ridge Spring-Monetta Elementary, Busbee Elementary, Greendale Elementary, North Aiken Elementary, Ridge Spring-Monetta Middle, A.L. Corbett Middle, Ridge Spring Monetta-High, and Wagener-Salley High.
- \$2,500 sign-on bonus for newly hired teachers in the areas of Special Education and Middle and High School Mathematics as well as School Psychologists and Speech Language Pathologists.
- A new teacher may be eligible for bonuses based on both location and content area for a maximum of \$5,000.
- The full bonus would be paid shortly after initial hire (by the second paycheck). The bonus would be paid on a regular pay date.
- Current Special Education teachers who transfer to any of the above designated locations are eligible for the location-based sign-on bonus unless transferring from another designated location. No other current employees are eligible, whether maintaining employment or departing then returning.
- The sign-on bonus provision would sunset September 30, 2022. Any extension deemed necessary would be recommended by the Administration for Board consideration and approval.
- The sign-on bonus will be subject to payroll tax but not State retirement.

The implementation of this sign-on bonus would not impact the previously approved recruitment incentive for Special Education certified teachers to return to a Special Education Teaching position.

The net cost is difficult to gauge and would be dependent upon on the total number of vacancies at each location and in each content area. For planning purposes, projected costs are estimated at \$250,000. To the extent possible, costs will be funded out of Title II, with the remainder incurred by the General Fund.

RECOMMENDATION:

Approve implementation of sign-on bonus for teachers

PREPARED BY:

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