

BOARD AGENDA ITEM

January 10, 2023

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 greatest impact of this shortage is in the content areas of Middle and Secondary Math and Science as well as Special Education. The Administration is seeking an incentive to assist in the recruitment of these teachers.

ADMINISTRATIVE CONSIDERATION:

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

- \$10,000 sign-on bonus for newly hired teachers in the areas of Special Education and Middle and High School Mathematics and Science.
- The bonus would be paid in increments. \$5,000 would be paid shortly after initial hire (by the second paycheck). \$2,500 would be paid in December prior to Winter Break. The final \$2,500 would be paid shortly after May 10 once the following year's contract has been signed. All bonus payments would be paid on regular pay dates.
- Newly hired teachers would be asked to provide a three (3) year commitment from the date of hire in exchange for the sign-on bonus. The District would attempt to recoup a prorated amount when/if a teacher fails to fulfill his/her three-year commitment.
- Current employees are not eligible, whether maintaining employment, including changes in subject matter taught or school location, or departing then returning.
- The sign-on bonus provision would be for the 2023-2024 school year. 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.

For planning purposes, projected costs are estimated at between \$850,000 and \$1,000,000. Because the bonus will be treated as a one-time item, the Administration recommends funding from designated General Fund fund balance.

RECOMMENDATION:

Approve implementation of sign-on bonus for teachers in specified high need content areas.

PREPARED BY:

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