

3.19.1 Incentives for Teacher Recruitment and Retention in District Shortage Areas

The purpose of this policy is to further the district's goal in recruiting and retaining teachers in the district's shortage areas as defined below.

A. Definitions:

"District shortage area(s)" means the following licensure areas: Art, Gifted and Talented, Library/Media, Special Education and Counselor.

"Grades 5-12 shortage area(s)" means the following Licensure areas for grades 5-12: all District-wide shortage areas, Career and Technical Education, Foreign Language, Language Arts, Mathematics and Science.

"Teacher" means a licensed classroom teacher who was hired to teach in a district shortage area.

B. Incentives

At the end of the school year and upon completion of a licensed teacher's contracted teaching obligations, a teacher who completes the entire current school year teaching in the district in a district shortage area may be entitled to receive in addition to all other contracted salary and benefits:

(1) For a newly hired teacher who is not currently teaching in the district, a one-time signing bonus in the amount of \$3,000.00 for the first year of service in teaching in a district-wide or grades 5-12 shortage area to be paid upon completion of the full year of teaching;

(2) For a newly hired teacher who meets the requirements of subdivision (B)(1) and who continues to teach in the district in the same district-wide or grades 5-12 shortage area, and who completes the second full year of contracted teaching obligations, a retention bonus in the amount of \$2,000.00 addition to all other contracted salary and benefits;

(3) For a newly hired teacher who meets the requirements of subdivisions (B)(1) and (2) of this section, who continues to teach in the same district-wide or grades 5-12 shortage area, and who completes a third year of contracted teaching obligations, a retention bonus in the amount of \$2,000.00 in addition to all other contracted salary and benefits; and

(4) For a teacher who meets the requirements of subdivisions (B)(1)-(3) of this section, who continues to teach in the same district-wide or grades 5-12 shortage area, and who completes his or her fourth year of contracted teaching obligations, a retention bonus in the amount of \$3,000.00 in addition to all other contracted salary and benefits.

A teacher shall not be entitled to a bonus provided under this section unless the teacher has fulfilled his or her contractual obligations for the current school year.

The bonus amounts provided under this section are the maximum amounts to be paid to qualifying teachers teaching in district-wide or grades 5-12 shortage areas and are subject to the appropriation and availability of funding for the payment of the bonuses.

If the funds appropriated and available for the payment of the bonuses under this section are insufficient to pay the maximum bonus amounts to each qualifying teacher, the district shall distribute the available funding to qualified teachers on a pro rata basis.

Date Adopted: 5/4/2015