

FY23 & FY24 RECRUITING AND RETENTION INCENTIVE PROPOSAL

Dr. Vasanne Tinsley, Interim Superintendent

Presented by: Tekshia Ward Smith, Administrator Human Resources
Masana Mailliard, Interim Chief Financial Officer

STRATEGIC GOAL AREA #3

Staff Effectiveness

- Recruit highly qualified staff
- Develop high performing staff
- Retain highly effective staff

- Retention Incentiv
- Increase the Meri
- New Hire and Ret



District Programs

- Retention Incentives for FY23 and FY24
- Increase the Meritorious Attendance Recognition Program Incentive for FY23
- New Hire and Retention Incentives for FY24



Retention Incentives (3 parts)



- **Approval FY 2022-2023 Retention Incentive**
 - **\$1,000** for all full-time employees hired on or before October 1, 2022
 - **\$500** for all full-time employees hired after October 1, 2022
 - **\$250** for all part-time employees and substitutes who have worked 25 days or more by 1/18/23
 - **Added cost not to exceed \$13,000,000**
 - **Anticipated issuance date on or before February 10, 2023**
- **Approval to increase the pay for the Meritorious Attendance Recognition Program Incentive from \$300 dollars to \$500-** For any employee who is absent 2 days or less from January 3, 2023- May 24, 2023
 - **Added cost not to exceed \$1,000,000**
 - **Anticipated issuance date May 2023**
- **Approval of FY 2023-2024 - Retention Incentive-** to include incentives for all full-time employees but mainly focus on teachers in regions 5-7; teachers in Horizon Schools; Math, Science and select Special Education positions, Bus Drivers and SROs. This action is contingent upon budget authority for the FY 2023-2024.
 - **Added cost not to exceed \$27,500,000**
 - **Anticipated issuance dates October 2023 and June 2024**



The Divisions of Human Resources and Finance

January 5, 2023