

FY23 & FY24 RECRUITING AND RETENTION INCENTIVE PROPOSAL

Dr. Vasanne Tinsley, Interim Superintendent

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STRATEGIC GOAL AREA #3

Staff Effectiveness

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

The DeKalb County School District is dedicated to recruiting and retaining highly qualified employees to directly support student development and achievement. To demonstrate the commitment to hire and retain effective employees, as well as demonstrate that employees are the **HEART** of our organization, the District would like to provide a comprehensive Retention Incentive Program for FY23 and FY24.

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**



DISTRICT PROGRAMS

Retention Incentive for FY23

RETENTION INCENTIVE FOR FY23

Details:

- **\$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

- *Minus any applicable taxes*

Criteria:

- To be eligible for \$1000, an employee must be hired on or before October 1, 2022
- To be eligible for \$500, an employee must be hired after October 1, 2022, but prior to January 15, 2023
- To be eligible for \$250, an employee must be part-time or have worked 25 days or more by 1/18/23

***Estimated cost \$13,000,000

***Anticipated issue date on or before Feb. 10th



January 9, 2023

DISTRICT PROGRAMS

Meritorious Attendance Recognition Program (MARP)
for Spring FY23

INCREASE MERITORIOUS ATTENDANCE PAY FOR SPRING FY23

Details:

- Increase the pay for the Meritorious Attendance Recognition Program from \$300 dollars to \$500 for spring 2023.

Criteria:

- Full-time employees who use two (2) days or less of leave January 3, 2023- May 24, 2023 will be eligible for \$500 supplement.
- Included in the leave days are: personal leave, religious leave, sick leave, bereavement days, etc. Vacation leave is excluded.

Note: More than 4800 employees received the incentive in December 2022

***Estimated cost \$1,000,000

***Anticipated issue date May 2023

January 9, 2023

DISTRICT PROGRAMS

Retention Incentive for FY24

RETENTION INCENTIVE FOR FY24

Type of Employees	Incentive Amount	# of Staff from for FY23	Projected Total Cost for FY24
All Current Teachers	\$2,000	6138	\$12,276,000.00
Current Teachers who Transfer to Regions 5-7 or a Horizon School	\$4,000*	N/A	N/A
All New Teachers Hired by 10/1/23	\$3,000	649	\$1,947,000.00
All New Math, Science and MOID Teachers	\$4,000*	124	\$496,000.00
New Bus Drivers and SROs	\$2,500	52	\$130,000.00
Returning Bus Drivers and SROs	\$2,000	696	\$1,392,000.00
All Other Full-Time Employees	\$2,000	5525	\$11,050,000.00

*****Estimated cost \$27,291,000.00**
contingent upon budget authority

**Note: supplements are not cumulative*

January 9, 2023

ESTIMATED FINANCIAL IMPACT FY23 & FY24

FY23-Estimated Cost: \$14,000,000.00

\$13,000,000.00 - Heart of the District Incentive

\$1,000,000.00- MARP

FY24-Estimated Cost: \$27, 291,000.00 *

***Contingent upon budget authority**



January 9, 2023

ESTIMATED GRAND TOTAL FOR FY23 AND FY24 EMPLOYEE RETENTION INCENTIVE District Programs

\$41, 291,000.00*

**Contingent upon budget authority*



January 9, 2023



The Divisions of Human Resources and Finance

January 9, 2023