

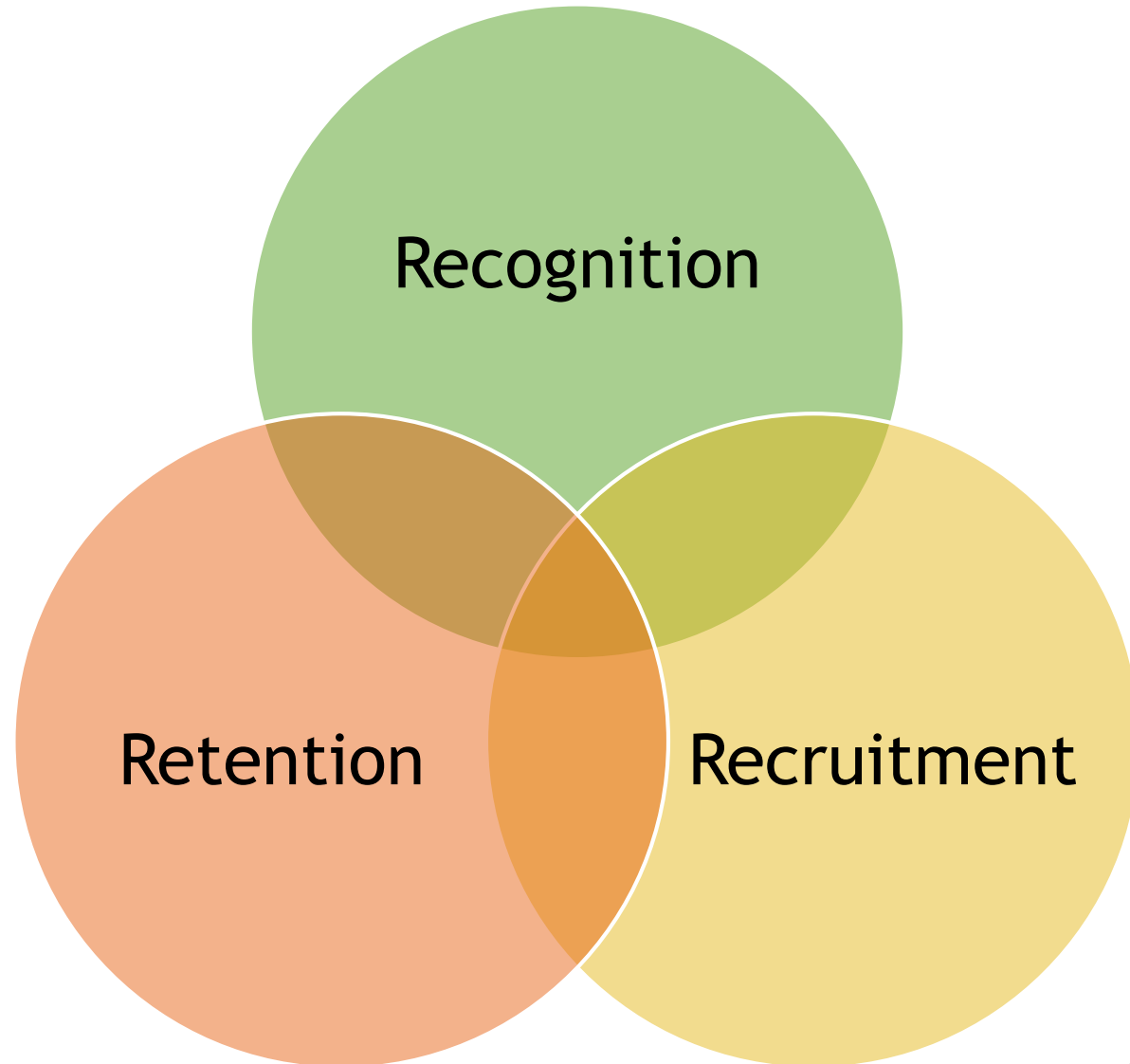
# RETENTION/ RECOGNITION

Dr. Anthony D. Jackson  
Mrs. Janice Frazier  
Mr. Tony Messer

# THE CHALLENGE

- ▶ Currently, there are staffing shortages nationwide across employment sectors, including Chatham County Schools.
  - ▶ Higher-than average vacancies in key areas of operations including certified and classified staff.
  - ▶ Fulfilling essential services for students is becoming increasingly challenging, including but not limited to providing remote instruction, instructional support, providing meals, custodial duties and busing.

# OUR STRATEGY



# RECOGNITION/ RETENTION

- ▶ To bolster morale
- ▶ To recognize and honor current employees for their commitment to students and remaining with the school system through a very challenging period
- ▶ If approved, all current full-time employees will receive a bonus of \$1,250 and all part-time employees will receive a bonus of \$650, in October. This bonus is a one-time payment.

# RECRUITMENT

- ▶ To enhance our efforts to fill current vacancies, we request authorization to implement a signing bonus program to aggressively recruit new personnel to fill vacant licensed and classified positions
- ▶ We recommend that the following hiring bonuses be provided for new personnel hired between October 11th and December 13th:
  - ▶ \$1,500 for classified positions and
  - ▶ \$3,500 for certified positions.
- ▶ A commitment to remain with Chatham County Schools will be required to receive the signing bonus.
- ▶ Bonus payments are NOT subject to retirement.

# LONG-TERM STRATEGY

- ▶ In addition to these bonuses, district administrators are currently collaborating with county officials to establish a sustainable supplement model for certified employees.
- ▶ A proposed classified salary scale is also in the beginning stages of development that will aim to increase salaries and our regional competitiveness over the next 2 to 3 years.
- ▶ We believe these efforts will strengthen our retention and recruitment outcomes.

# FUNDING

<b>Proposed Retention/Recruitment Initiative - ESSER III funding</b>		
<b>Retention (Current Employees bonus)</b>		
Classified Employees	\$580,000.00	\$1,250 per employee
Teachers / Other Certified	\$980,000.00	\$1,250 per employee
District Administrators	\$90,000.00	\$1,250 per employee
Part-time Employees	\$100,000.00	\$650 per employee
<b>Recruitment (New Employees bonus)</b>		
Classified positions (\$1,500)	\$300,000.00	
Certified Positions (\$3,500)	\$150,000.00	
Hired as of October Board Meeting		
<b>Grand Total</b>	<b>\$2,200,000.00</b>	
<b>Notes</b>		
Not subject to retirement		
Employed as of October 1, 2021		
Paid in October 2021		

# DESIRED OUTCOME

- ▶ Implementation of the recommended will help us achieve the following outcomes:
  - ▶ Recognize current staff in a tangible way for their work throughout the pandemic
  - ▶ Help build an applicant pool to fill current hard-to-staff positions
    - ▶ We are currently competing in a region where more than half of the districts are offering some form of recognition and incentives plan to attract and retain employees
- ▶ Normalization of our school routines
- ▶ Minimize disruptions to the school schedule.





# QUESTIONS