



**2022-2023
Recruitment and Retention Plan**

Bladen County Schools, in an effort to maximize state, federal and local funding would like to implement sign-on bonuses, retention bonuses, and other reimbursements for staff members. The plan is for one year and will need to be approved annually. The bonuses and reimbursements in this plan are local initiatives only and do not include any state or federal bonuses or reimbursements that may be mandated by policy or legislation. The funding source used for these bonuses will be federal, one-time ESSER funds.

Retention Bonus

Retention bonuses for the 2022-2023 will be paid as follows:

1. Permanent, full-time employees who were employed as of June 1, 2022, and returned to work this year and have maintained employment through September 30, 2022, will receive a retention bonus of \$2,000, to be paid in the September 2022 payroll. Permanent, part-time employees who were employed as of June 30, 2022, and returned to work and have maintained employment through September 30, 2022, will receive a retention bonus of \$1,000, to be paid in the September 2022 payroll.
2. Permanent, full time employees employed on or before October 1, and have maintained employment through December 14, 2022, will receive a retention bonus of \$2,000. Other permanent employees who are employed on a less than full-time basis will receive a pro-rated bonus based upon their percentage of employment. This retention bonus will be paid in the December 2022 payroll.
3. Permanent, full time employees employed on or before February 1, and have maintained employment through April 5, 2023, will receive a retention bonus of \$2,000. Other permanent employees who are employed on a less than full-time basis will receive a pro-rated bonus based upon their percentage of employment. This retention bonus will be paid on the last workday prior to Spring Break.

Sign-on Bonus

A sign-on bonus will be paid to any staff member hired for the 2022-2023 school year. The sign-on bonus will be paid in September. Employees separating prior to June 15 will be expected to pay the balance of the bonus as listed on the pro-rated schedule.

**Any teacher with 0-3 years teaching experience and has or is eligible to be issued a North Carolina Department of Public Instruction Initial or Residency will receive an additional \$300.00 and \$200.00 each year until converting to a continuing license.*

The Sign-on bonus will be paid as listed below:

Category	Amount	Initial/Residency Eligible
Initial or Residency Licensed or eligible to hold	\$1,500.00	\$300.00*
Permit to Teach or Emergency Licensed, or eligible to hold	\$1,000.00	
Classified Position	\$500.00	
Teacher with National Board Certification or a Master's Degree (with a clear license)	\$2,000.00	
Hard to Staff Teaching Areas (as determined by the Superintendent)	\$5,000.00	

Licensure Exam Fee Reimbursement

Any teacher who is required to complete a licensure exam for a North Carolina Department of Public Instruction license will receive up to \$300.00 per exam upon successful completion of the exam prior the license's expiration date.

Tuition Reimbursement

Any full-time permanent employee completing a degree-based program related to education or resulting in being licensed for a teaching position will be eligible for up to \$850.00 to cover the cost of tuition fees only.