



WAKE COUNTY BOARD OF EDUCATION
Work Session

PRECIS

SUBJECT/TOPIC

ESTABLISH AN "INCENTIVE BONUS" TO RECRUIT FULL-TIME TEACHERS IN THE DIFFICULT TO FILL TEACHING AREAS OF SPECIAL EDUCATION, MATHEMATICS, SCIENCE, HEALTH OCCUPATIONS, AND FAMILY & CONSUMER SCIENCE FOR THE 2014-2015 SCHOOL YEAR.

DEPARTMENT, BOARD/STAFF LIAISON(S), AND ANY PRESENTERS FROM OUTSIDE THE DISTRICT

Doug Thilman, Karen Hamilton

BACKGROUND

The Wake County Public School System seeks to improve its recruiting competitiveness in difficult to fill positions through establishment of a one-time \$1,500 incentive bonus to newly hired special education highly qualified licensed teachers, and a one-time \$1,000 incentive bonus to newly hired mathematics, science, health occupations, and family & consumer science highly qualified licensed teachers who accept full-time employment with the district for the 2014-2015 school year. WCPSS recruiters will use the "incentive bonus" as a selling point when marketing the school district at local, regional, and national teacher job fairs. The bonus will be paid in two equal increments in September 2014 and February 2015. The individual must remain employed with WCPSS on the dates of payment to be eligible to receive the respective bonus payments. Individuals hired during the 2014-15 school year are eligible to receive a pro-rata bonus. The incentive bonus is not available to individuals employed by WCPSS during the 2013-14 school year.

FISCAL IMPLICATIONS

Estimated maximum funding required to fulfill the hiring incentive is \$898,000. Funding is available in current fiscal year savings. Upon board approval of the plan, funding will be reserved in a designated fund balance account for appropriation into the 2014-15 budget and payment of the bonus during the 2014-15 fiscal year.

SAVINGS

N/A

NEXT STEPS / RECOMMENDATIONS

Presentation is for information purposes only. Board consideration of approval to be requested at the Board's April 8, 2018 meeting.

