



WAKE COUNTY BOARD OF EDUCATION
Work Session

PRECIS

SUBJECT/TOPIC

SPECIAL EDUCATION HIRING REFERRAL BONUS

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

Doug Thilman, Assistant Superintendent of Human Resources
Teresa Cunningham-Brown, Senior Director, Human Resources-Recruitment and Retention
Karen Hamilton, Assistant Superintendent of Special Education Services

BACKGROUND

Implementation of a Special Education Hiring Referral Bonus that awards current WCPSS teachers for referring candidates who are subsequently hired to fill classroom Special Education teaching positions:

- Special Education General Curriculum Hire: \$100 referral bonus
- Special Education Adapted Curriculum Hire: \$100 referral bonus

Hiring highly qualified teachers to fill the district's numerous Special Education teaching vacancies remains a challenge. This is especially true for positions that require licensure in Special Education Adapted Curriculum. Similarly, retaining Special Education teachers continues to be an area of focus, as the turnover rate for Special Education teachers is 13.46% compared with the 12.10% overall teacher turnover rate for the district in 2011-2012.

For these reasons, Human Resources, in collaboration with Special Education Services, is proposing the implementation of a temporary Special Education hiring referral bonus. The bonus would be offered for a finite period of time, August 7, 2013 to October 15, 2013, and would be targeted to current WCPSS teachers. Bonuses would be awarded to teachers whose referrals result in the hire of classroom based Special Education teachers.



WCPSS teachers represent an untapped recruitment source. Their knowledge of what is required to be successful as a teacher in the Wake County Public School System makes them an ideal resource for recruitment. As with any professional group, teachers have connections with others in their field. By capitalizing on these networks, the district stands to gain numerous Special Education professionals who desire to teach in Wake County.

The implementation of a hiring referral bonus would serve dual purposes:

1. Retention: Incentivize current WCPSS teachers
2. Recruitment: Attract high quality Special Education teachers to WCPSS, many of whom are likely to be experienced educators

FISCAL IMPLICATIONS

\$5,000 - The referral bonus would be funded collaboratively by Special Educations Services and Human Resources: \$2,500 from both program budgets.

Based on current postings: (Additional openings anticipated prior to the start of traditional calendar schools)

Total expense based on 7/9/13 postings = \$5,000.00*
(50 vacancies @ \$100 bonus per hire)

**The hiring referral bonus would be end-dated October 15, 2013. Any surplus monies would be used to fund a similar Special Education referral bonus for second semester, if necessary.*

SAVINGS

N/A

NEXT STEPS / RECOMMENDATIONS

The initiative will be presented for approval as an action item at the 8/6/13 board meeting.

