

**CENTENNIAL SCHOOL DISTRICT**  
18135 SE Brooklyn Street  
Portland OR 97236  
503-760-7990

**CONFIRMATION**

---

**TO:** Board of Directors  
**FROM:** Human Resources  
**DATE:** July 20, 2022  
**RE:** **Hiring & Referral Incentives for Hard-to-Fill Positions**

---

Due to the challenges in filling specific classified & licensed positions, the District intends to offer a hiring incentive of \$2,000 for staff who are hired for hard-to-fill positions. This may include, but is not limited to:

- Secretary
- Educational Assistant
- Dining Services Technician
- Bus driver
- Custodian
- Counselor
- Learning Specialist/Self-Contained Special Education Classroom Teacher
- School Psychologist

In addition, the District will be offering a \$1,000 referral incentive to currently working Centennial employees who refer an applicant who is hired by the District and continues to work in hard-to-fill positions for at least six months in one of the hard-to-fill positions listed above.

Both the hiring and referral incentive offers are effective upon Board approval and will expire on March 17, 2023, allowing for 90 days of employment.

\*\*\*\*\*

It is recommended that the Board approve the Hiring and Referral Incentives.