

Minidoka County School District

New Hire Bonus Incentive

December 12, 2016

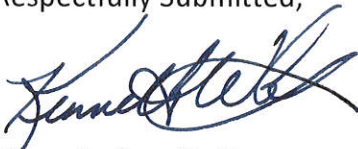
As we are all aware, it is difficult to find new teachers. Each spring our administrators attend teacher fairs across the northwest in order to seek out those who can fill our openings due to retirements, etc. We have had a hard time competing for the limited number of college graduates and with neighboring states who can offer higher salaries.

As an incentive to attract new teachers and certified staff to the District, last year the Board approved a \$500 signing bonus for teachers who were 1) new to the District (not coming back) and 2) already qualified and certified to teach in Idaho. This means that those employees who were hired under an Alternative Authorization (ABCTE, emergency provisional, etc.) would not qualify.

Recommendations:

I am recommending that the board authorize the superintendent to once again offer a \$500 signing bonus as outlined above for the 2017-18 school year.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Kenneth Cox", written over a horizontal line.

Kenneth Cox, Ph.D.
Superintendent