

Minidoka County School District
New Hire Bonus Incentive
December 17, 2018

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 \$750 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.

Recommendation:

I am recommending that the board authorize a \$750 signing bonus as outlined above for the 2019-20 school year. This bonus would be awarded as soon as the requisite paperwork is turned in. If this paperwork is submitted by August 10, 2019 then they would be paid this amount less payroll costs and taxes during the August payroll rather than have it be added to their first full paycheck in September.

Respectfully Submitted,



Kenneth Cox, Ph.D.
Superintendent