



MEMORANDUM

TO: Superintendent Bob Thomas

FROM: Scott Bolton, Interim Executive Director of Human Resources *SB*

DATE: February 4, 2019

RE: Recommendation for Approval of a Pilot Special Education Staff Recruitment and Retention Plan

In order to meet the unprecedented demand for staffing positions in the Student Support Department, I recommend the following plan for the 2019-2020 school year only, with the opportunity to be reevaluated and considered for subsequent school years pending board approval. Candidates eligible for participation in this incentive must hold an active Tennessee License (with proper endorsement, if required) to qualify for participation. The budget impact for this plan is outlined in the attached fiscal note.

- Candidates appropriately licensed in the following areas will be granted a \$7,000 stipend to be paid out over a three-year period. \$3,000 to be paid in year one and \$2,000 will be paid out in years two and three.
 - Special Educators (or current regular education teachers who hold the proper endorsement and are interested in going into a Special Education classroom for three years)
- Candidates appropriately licensed in the following areas will be added to the current signing bonus plan of \$5,000, which will be paid out at the onset of their employment.
 - Speech Language Therapists
 - School Psychologists
 - Hearing Specialists
 - Vision Specialists
 - Audiologists

**Recruitment/Retention (Signing Bonus)
Budget Impact**

	2019	Year 1 2020	Year 2 2021	Year 3 2022
Projected Expenditures				
Special Ed Teachers ¹				
55 @ \$5k	275,000	-	275,000	275,000
Pilot Program (\$7k ea.)				
55 @ \$3k	-	165,000	-	-
55 @ \$2k	-	-	110,000	-
55 @ \$2k	-	-	-	110,000
Student Support				
7 @ \$5k	-	35,000	35,000	35,000
Hard to Staff Subjects				
57 @ \$5k	285,000	-	-	-
72 @ \$5k	-	360,000	-	-
28 @ \$5k	-	-	140,000	140,000
Total - Annual Budget	560,000	560,000	560,000	560,000

¹ Costs for new bonus structure based on average special education new hires over a three year period who qualified for signing bonus and assumes continuation of the program through a full cohort cycle.

² The number of signing bonuses distributed for hard to staff subjects is based on budget capacity for that given year.