

Teacher Bonus for Recruitment and Retention: An Alternate Approach

Plan: Incentivize longer retention through progressive bonuses.

Rationale:

- Mimics old Alaska Teacher Scholarship Loan process that worked in the 80's and 90's.
- Allows employees to "grow roots" hopefully resulting in longer retention after the bonus period is exhausted.
- Does not send money away to foreign countries as rapidly as the current proposal.
 - Currently we have plenty of applicants from the Philippines...the bottle neck for those folks is not the money. It is the J1 Visa process.
 - Therefore we do not need to attract them.
 - Since they can only stay for three years on a J1 Visa we can not retain them.
 - We would be wasting money on someone we can not retain and already can attract

Logistics:

Tier 1 Most Rural	Incentive	Tier 2 Rural	Incentive	Tier 3 Urban	Incentive
Year 1	\$2500	Year 1	\$1500	Year 1	\$750
Year 2	\$5000	Year 2	\$3000	Year 2	\$1500
Year 3	\$7500	Year 3	\$4500	Year 3	\$2250
Year 4	\$10,000	Year 4	\$6,000	Year 4	\$3000
Year 5	\$12,500	Year 5	\$7,500	Year 5	\$3750
Year 6	\$15,000	Year 6	\$10,000	Year 6	\$4500
TOTAL	\$52,500	TOTAL	\$32,500	TOTAL	\$15,750

Additional Ideas for the Bonus:

- Triggered on a BSA of \$6640.
- Alternately, allow districts to select which areas/positions they award bonuses with a 50% match from state.

Additional idea to address concerns regarding current employees, certificated and classified.

- To encourage continued retention of current employees consider a Permanent Educator Fund similar to the PFD. All current teachers receive some annual bonus, tiered by area.

