

## 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:

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

### 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.

