

San Angelo Independent School District New Employee Recruitment and Hiring Incentive

Hard-to-Fill Positions 10/15/2018
Full Time Bus Driver

Hiring Incentive

New employees hired in the identified hard-to-fill positions, are eligible for a one-time, new employee hiring incentive of \$500.00 to be paid in two equal installments of \$250.00.

Notes

- The first installment of this incentive is to be paid on an eligible employee's pay check following 30 completed work days. The second installment is to be distributed on the pay check following an eligible employee's completion of 120 continuous work days.
- Bus drivers are not eligible to receive the new-employee hiring incentive until required license and certifications are obtained. Once fully licensed and able to meet permanent bus driver (non-trainee) status, installments for the new-employee hiring incentive will commence as described above. Prior staff are eligible for the incentive after a one year lapse in employment.
- New employees hired as Monitors are eligible for the incentive upon advancing to Full Time Bus Driver.

Recruitment Incentive

Current full time drivers, monitors, and mechanics are eligible for a recruitment/finder's incentive for each new certified full time bus driver he/she successfully recruits to join the department. The recruitment incentive of \$500.00 will be paid in two equal installments of \$250.00.

Notes

- The first installment of this incentive is to be paid on an eligible employee's pay check following the recruited employee's first 30 completed work days. The second installment is to be paid on the pay check following the new employee's completion of 120 continuous work days.
- The new-employee recruitment incentive is pending until required license and certifications are obtained. Once fully licensed and able to meet permanent bus driver (non-trainee) status, installments for the incentive will commence as described above.

**San Angelo Independent School District
New Employee Recruitment and
Hiring Incentive
Acknowledgement Form**

Hiring Incentive

_____ was hired in an identified hard-to-fill position, and is eligible for a one-time, new employee hiring incentive.

Recruitment Incentive

If recruited, credit for the bus driver recruitment incentive is given to _____

Date of Hire _____ **DATE OF ELIGIBILITY** _____

ACKNOWLEDGENT

(Any and all incentives are subject to criteria outlined in the eligibility document)

New Hire

Current Staff Member – if recruited

Transportation Director

Assistant Superintendent

Coordinator of Financial Services