



Empowering Minds. Achieving Dreams.

RETENTION INCENTIVES

Stipend for Teachers in Shortage Areas

Shortage Area Secondary Teachers: Identified shortage areas for secondary grades 9-12 are math, science, and foreign languages and grades 6-8 math (beginning 2022-23). Teachers must be;

- assigned to teach the area at least three of the eight class periods in the master schedule.
- fully certified in the area or enrolled in an educator preparation program.
- continuously employed in the same area.

The stipend will increase each year as follows but will not exceed \$10,000;

- o Year 1 - \$5,000
- o Year 2 - \$6,000
- o Year 3 - \$7,000
- o Year 4 - \$8,000
- o Year 5 - \$9,000
- o Year 6 - \$10,000

Retention Bonus

Silsbee ISD recognizes there continues to exist a shortage of qualified educators throughout Texas and the need to retain qualified, experienced staff in all areas of district operations. For a full explanation, refer to the Board adopted resolution for each. The District offers retention bonuses as follows:

Certified Teachers and Professional Employees

Amount: \$1,000

Distributed: September

Eligibility:

- The employee holds a current and valid educator certificate issued by TEA OR the employee holds a degree related to their current position. AND
- The employee was employed in a position requiring a TEA certificate and/or degree for the prior school year. AND
- The employee remains employed for the District during the school year.

Auxiliary, Clerical, and Paraprofessional Employees (for duration of ESSER III funding)

Amount: \$500

Distributed: September

Eligibility:

- The employee is employed under the classification of auxiliary, clerical, or paraprofessional.
AND
- The employee was employed in a position in the prior school year. AND
- The employee remains employed for the District during the school year.

Transportation Employee Retention Bonus Plan

A transportation employee is eligible for one or more of the three bonuses based on the following:

- May be a bus driver for an A.M. and/or P.M. route on a daily basis and must possess a valid Texas CDL with the P and S endorsements.
- Must maintain employment for assigned transportation work schedule and a satisfactory job performance.
- Employees with dual duties are only eligible for one bonus per transportation position.

Any transportation employee who resigns, abandons employment or is terminated will not be eligible for this or any subsequently offered bonus plan for a period of three full calendar years after leaving employment as a bus driver.

Sign-On Bonus

Amount: \$500 for full-time and \$250 for part-time

Distributed: December

Eligibility:

- Newly hired individuals who have not been employed with the District in the past year or the current year.

Longevity Bonus

Amount: \$500 for full-time and \$250 for part-time

Distributed: September

Eligibility:

- Transportation employee who completes the prior year and returns to full-time bus driving duty and assignment for the next year.

Attendance Bonus

Bus Driver Amount: \$9 per day for 100% attendance or \$6 per day for 95% attendance

Transportation Staff Amount: \$1,500 for 100% attendance or \$1,000 for 95% attendance

Distributed: ½ each semester or January/June

Eligibility:

- Currently employed or newly hired full-time and part-time transportation employees.