

**2024-2025  
Recruitment and Retention Plan**

Bladen County Schools, in an effort to maximize state, federal and local funding would like to implement sign-on bonuses, retention bonuses, and other reimbursements for staff members. The plan is for one year and will need to be approved annually. The bonuses and reimbursements in this plan are local initiatives only and do not include any state or federal bonuses or reimbursements that may be mandated by policy or legislation. The funding source used for these bonuses will be federal, one-time ESSER funds.

**Retention Bonus**

Retention bonuses for the 2024-2025 will be paid as follows:

Permanent, full-time employees who were employed as of June 1, 2024, and returned to work this year and have maintained employment through September 15, 2024, will receive a retention bonus of *(TBD)* to be paid on September 15, 2024. Permanent, part-time employees who were employed as of June 30, 2024, and returned to work and have maintained employment through September 15, 2024, will receive a retention bonus of (\$2,000-\$3,750) to be paid on September 15, 2024. Employees separating prior to June 15, 2025 will be expected to pay the balance of the bonus back as listed on the prorated schedule.

**Sign-on Bonus**

A sign-on bonus will be paid to any staff member hired on or before September 1, 2024, for the 2024-2025 school year. The sign-on bonus will be paid on September 15, 2024. Employees separating prior to June 15 will be expected to pay the balance of the bonus as listed on the pro-rated schedule.

*\*Any teacher with 0-3 years teaching experience and has or is eligible to be issued a North Carolina Department of Public Instruction Initial or Residency will receive an additional \$300.00 and \$200.00 each year until converting to a continuing license.*

The Sign-on bonus will be paid as listed below:

<b>Category</b>	<b>Amount</b>
Initial or Residency Licensed or eligible to hold	\$2,000.00
Permit to Teach or Emergency Licensed, or eligible to hold	\$1,500.00
Classified Position	\$1,000.00
Teacher with National Board Certification or a Master's Degree (with a clear license)	\$2,500.00
Hard to Staff Teaching Areas (as determined by the Superintendent)	Additional \$2,500.00 to base bonus

**Licensure Exam Fee Reimbursement**

Any teacher who is required to complete a licensure exam for a North Carolina Department of Public Instruction license will receive up to \$300.00 per exam upon successful completion of the exam prior the license's expiration date.

**Tuition Reimbursement**

Any full-time permanent employee completing a degree-based program related to education or resulting in being licensed for a teaching position will be eligible for up to \$850.00 to cover the cost of tuition fees only.