

Fulton County Schools

Staffing Incentives and Referrals Guidelines SY2024-2025

Employee Referrals (Ongoing)

| Positions | Amount | Guidelines |
|--|---------------------|--|
| <i>Bus Drivers</i> | <u>\$500</u> | <ul style="list-style-type: none"> ▪ All district employees, *non-administrative staff are eligible to refer a friend to Fulton County Schools. ▪ All referrals must be hired into a <i>full-time referral eligible position</i>. ▪ The new hire being referred must list the FCS employee on the referral survey during onboarding. ▪ The referral supplement will be paid as a one-time payment once the new employee hire has successfully completed the hiring process and started the position (within 90 workdays of full-time start date in accordance with the applicable pay schedule). <p><i>*Hiring Manager for specific position, Coordinator and above and Human Resources staff roles responsible for hiring are not eligible to receive.</i></p> |
| <i>Food Service Workers/Cafeteria Managers</i> | <u>\$300</u> | |
| <i>Building Custodian I</i> | <u>\$300</u> | |
| <i>Maintenance - MMI-III, including HVAC, Electricians, Plumbers, & Trades Helpers</i> | <u>\$300</u> | |

Employee Referrals (Ongoing)

| Positions | Amount | Guidelines |
|-------------------------------|----------------------|---|
| <i>School Police Officers</i> | <u>\$1000</u> | <ul style="list-style-type: none">▪ All district employees, *non-administrative staff are eligible to refer a friend to Fulton County Schools.▪ All referrals must be hired into a <i>full-time referral eligible position</i>.▪ The new hire being referred must list the FCS employee on the referral survey during onboarding.▪ The referral supplement will be paid as a one-time payment once the new employee hire has successfully completed the hiring process and started the position (within 90 workdays of full-time start date in accordance with the applicable pay schedule). <p><i>*Hiring Manager for specific position, Coordinator and above and Human Resources staff roles responsible for hiring are not eligible to receive.</i></p> |

Maintenance – (MMI-III) HVAC, Electricians, Plumbers – (Retention)

| HVAC, Electricians, Plumbers | Annual Retention Supplement |
|--|---|
| <p>HVAC, Electricians, & Plumbers Annual retention bonus for employees in these trades positions who remain continuously employed for 90 workdays or more for the duration of their employment with FCS.</p> <p><i>The Executive Director over maintenance will verify and submit the list of MM employees eligible for the annual incentive to Payroll by June 15th.</i></p> | <p style="text-align: center;">\$2,500 MM I/II/III (Ongoing)</p> <ul style="list-style-type: none"> • All recipients are existing employees and continuously employed for 90 days or more in the eligible role with FCS as of May 30th of each year and are not a new hire, internal job change, or rehire for the upcoming fiscal year. • Non TRS/pension eligible. • The retention incentive is a one-time payment and is not a factor of the employee's entitled salary. • The payment will be made in one annual payment on June 30th. • Additional rules/guidance and policies may also apply and may be discontinued at FCS/BOE discretion. |

Maintenance – All – (CDL-A Completion)

| Maintenance Positions | Completion Incentive |
|--|--|
| <p>A one-time incentive payment made upon the employee's completion of the CDL-A course(s) and attainment of the CDL-A License.</p> <p><i>The Executive Director over maintenance will verify and submit the list of CDL-A completers to Payroll</i></p> | <p style="text-align: center;">\$500 (Ongoing)</p> <ul style="list-style-type: none"> ▪ Non TRS/pension eligible ▪ The incentive is a one-time payment and is not a factor of the employee's entitled salary ▪ The payment will be made upon completion of CDL-A training and licensing. ▪ Additional rules/guidance and policies may also apply and may be discontinued at FCS/BOE discretion. |