



Referral Program Stipend

About the Referral Program

The most effective recruitment activity for the District continues to be the employee referral. This one-time bonus rewards the employee whose referral results in a new hire for the District. Silsbee ISD Board of Trustees has approved a Referral Program which will put extra cash in teachers' and employees' pockets. The referral program was brought to the board by Superintendent Dr. Gregg Weiss.

Amount: \$500 for full-time (\$250 for part-time) per referral

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Referral Bonus:

- Eligible staff who refer a SBEC certified classroom teacher, licensed professional staff member, or SBEC certified campus administrator and are offered a contract by the District for the 2023-2024 school year shall receive a one-time bonus payment per referral in the amount of five hundred dollars and no/100 cents (\$500.00) for full-time, two hundred and fifty dollars and no/100 cents (\$250.00) for part-time, payable with their regular January paycheck the year in which the referred applicant is hired.
- Eligible staff who refer an applicant enrolled in an Alternative Teacher Certification Program shall receive a bonus payment of \$250.00 six months from the first date of employment if the applicant has remained employed with Silsbee ISD. A final bonus payment of \$250.00 shall be paid upon the applicant obtaining intern certification.
- Eligible staff who refer an applicant able to be permitted locally as a CTE teacher shall receive a one-time bonus payment per referral in the amount of five hundred dollars and no/100 cents (\$500.00) for full-time, two hundred and fifty dollars and no/100 cents.
- The eligibility for all bonus payments covered by this plan is contingent upon the employee maintaining his or her full-time/part-time employment in the District, maintaining his or her full-time/part-time assigned professional work schedule and maintaining satisfactory job performance.
- This plan is in effect from the date of its approval and authorization by the Board of Trustees until it is cancelled in writing by the Superintendent of Schools.



Eligibility:

- Current full-time employees are eligible for the one-time bonus.
- Qualifying employees are NOT eligible to receive the referral bonus when an applicant or candidate is transferred or promoted within the District.
- An applicant being referred for a full-time/part-time professional position must possess an SBEC certification, appropriate professional licensing credentials, enrolled in an alternative certification program, or be eligible to be locally permitted as a CTE teacher.
- The eligibility for all bonus payments covered by this plan is contingent upon the employee maintaining his or her full-time/part-time employment in the District, maintaining his or her full-time/part-time assigned professional work schedule and maintaining satisfactory job performance.