

Fulton County Schools

Staffing Incentives and Referrals
Guidelines
FY2021-22

Special Education (Hiring/Referral)

Extended to 9-30-2021

\$1500	\$3000	\$5000
<u>Special Education Full-time Paraprofessional</u>	<u>Special Education School-based, Full-time Teaching/Support Staff</u>	<u>Special Education Hard to Staff Content Areas</u>
<p>The SEC paraprofessional is full-time and provides direct services to students with disabilities:</p> <ul style="list-style-type: none"> • All SEC Paras • CTI Paras 	<p>The SEC staff is full-time and provides direct services to students with disabilities in the areas of:</p> <ul style="list-style-type: none"> • Interrelated Resource (IRR) • Pre-school Inclusion • Community-Based Pre-school • CTI • Adaptive Art, PE, Music • Speech Language Pathology • Occupational Therapy • Physical Therapy • Speech Assistant/COTA/PT Assistant • Transition Service Teacher • Instructional Support Teacher • SDI Coach • Behavior Interventionist • Assistive Technologists • Audiology • Diagnostician • SEC Cluster Nurse 	<p>The SEC staff is full-time and provides direct services and/or evaluation for students specifically in the areas of:</p> <ul style="list-style-type: none"> • Autism • Intellectual Disability • Pre-School Self-Contained • Kindergarten Self-Contained • Educational Interpreter • GNETS • Hearing Impairment • Orthopedic Impairment • Visually Impaired • School Psychology • Behavior Interventionist (BCBA)

Special Ed Referral Bonus-\$250

- All school-based, non-administrative staff are eligible to refer a friend to Fulton County Schools
- All referrals must be hired into a Special Education Classroom Teaching position and onboard by **July 31, 2021**
- The new hire being referred must list the FCS employee on their application (prior to being approved for hire)
- Referrals should be instructed to include the employee's FCS email address in the "other" text box on the "referral source" page of the Teacher Candidate Pool Application
- The supplement will be paid as a one-time payment once the new teacher hire has successfully onboarded and started the position
- **Expires December 2021**

- All recipients must be fully employed by **September 30, 2021** in order to be eligible for the SY22 Hiring Incentive
- All recipients of the hiring incentive must remain employed with FCS for a minimum of two (2) consecutive years.
- Failure to do so will result in a repayment of the incentive
- All teacher recipients must complete the GO TIP induction SEC coursework.
- Failure to do so will result in a repayment of the incentive
- Returning (rehires) must have a one (1) year break-in-service from FCS to be eligible for the hiring incentive
- Non TRS eligible
- The hiring incentive is a one-time payment and is not a factor of the regular/contracted entitled salary
- The payment will be made in two (2) installments: **September 2021 and May 2022**
- **For those hired after September 1 2021 – first installment will be December 2021.**
- Additional rules/guidance and policies may also apply.

Special Education (Retention)

\$600	\$1200
<p style="text-align: center;"><u>Special Education Full-time Paraprofessional</u></p> <p>The SEC paraprofessional is full-time and provides direct services to students with disabilities:</p> <ul style="list-style-type: none"> • All SEC Paras • CTI Paras 	<p style="text-align: center;"><u>Special Education School-based, Full-time Teaching/Support Staff</u></p> <p>The SEC staff is full-time and provides direct services to students with disabilities:</p> <ul style="list-style-type: none"> • IRR Teacher • Program Class Teacher • Itinerant Teacher • Adaptive PE, Art, Music Teacher • CTI Teacher • Speech Language Pathologist • Occupational Therapist • Physical Therapist • Speech Assistant/COTA/PT Assistant • Educational Interpreter • Transition Service Teacher • Instructional Support Teacher • SDI Coach • Behavior Interventionist • Assistive Technologist • Audiologist • Diagnostician • School Psychologist • SEC Cluster Nurse

- All recipients are existing employees and continuously employed in the eligible role with FCS as of **May 30, 2021** and are not a new hire, internal job change, or rehire
- Non TRS eligible
- The retention incentive is a one-time payment and is not a factor of the regular/contracted entitled salary
- The payment will be made in two (2) installments: **December 2021** and **May 2022**
- Additional rules/guidance and policies may also apply

Transportation (Hiring/Referral)

Bus Drivers	Hiring Incentive	Employee Referral
<p>Bus Drivers (PT or FT) must be hired by October 30th and remain employed consecutively thru March 30, 2022 (with no less than 30 workdays worked) to avoid the re-claiming of the paid incentive by the district.</p>	<p style="text-align: center;"><u>\$1000</u></p> <ul style="list-style-type: none"> ▪ Failure to remain employed for the require length of time will result in a repayment of the incentive ▪ Returning bus-drivers (rehires) must have a one (1) year break-in-service from FCS to be eligible for the hiring incentive ▪ Not pensionable wages ▪ The hiring incentive is a one-time payment and is not a factor of the bus driver’s entitled salary ▪ The payment will be made in two (2) installments: September 2021 and May 2022 ▪ For those hired after September 1 2021 – first installment will be December 2021. ▪ Additional rules/guidance and policies may also apply and may be discontinued at FCS/BOE discretion. ▪ Expires: October 30, 2021 	<p style="text-align: center;"><u>\$300</u> <i>(Ongoing)</i></p> <ul style="list-style-type: none"> ▪ All school-based, non-administrative staff are eligible to refer a friend to Fulton County Schools ▪ All referrals must be hired into a <u>full-time referral eligible position</u> and onboard by March 31, 2022 ▪ The new hire being referred must list the FCS employee on their application (prior to being approved for hire) ▪ Referrals should be instructed to include the employee’s FCS email address in the “other” text box on the “referral source” page of the Candidate Application ▪ The supplement will be paid as a one-time payment once the new employee hire has successfully onboarded and started the position

School Nutrition - Food Service Workers/Cafeteria Managers - (Hiring/Referral)

Food Service Workers Cafeteria Managers	Hiring Incentive	Employee Referral
<p>FSW/CM (PT or FT) must be hired by October 30th and remain employed consecutively thru March 30, 2022 (with no less than 30 workdays worked) to avoid the re-claiming of the paid incentive by the district.</p>	<p style="text-align: center;"><u>\$1000</u></p> <ul style="list-style-type: none"> ▪ Failure to remain employed for the require length of time will result in a repayment of the incentive ▪ Returning employees (rehires) must have a one (1) year break-in-service from FCS to be eligible for the hiring incentive ▪ Not pensionable wages ▪ The hiring incentive is a one-time payment and is not a factor of the employee’s entitled salary ▪ The payment will be made in two (2) installments: September 2021 and May 2022 ▪ For those hired after September 1 2021 – first installment will be December 2021. ▪ Additional rules/guidance and policies may also apply and may be discontinued at FCS/BOE discretion. ▪ Expires: October 30, 2021 	<p style="text-align: center;"><u>\$500</u> <i>(Expires October 30th)</i></p> <p style="text-align: center;"><u>\$200</u> <i>(Ongoing same as Transportation)</i></p> <ul style="list-style-type: none"> ▪ All school-based, non-administrative staff are eligible to refer a friend to Fulton County Schools ▪ All referrals must be hired into a <u>full-time referral eligible position</u> and onboard by March 31, 2022 ▪ The new hire being referred must list the FCS employee on their application (prior to being approved for hire) ▪ Referrals should be instructed to include the employee’s FCS email address in the “other” text box on the “referral source” page of the Candidate Application ▪ The supplement will be paid as a one-time payment once the new employee hire has successfully onboarded and started the position

Custodians - BC1 - (Hiring/Referral)

Custodians - BC1	Hiring Incentive	Employee Referral
<p>Custodians (PT or FT) must be hired by October 30th and remain employed consecutively thru March 30, 2022 (with no less than 30 workdays worked) to avoid the re-claiming of the paid incentive by the district.</p>	<p>\$300 – South Schools \$500 – North Schools</p> <ul style="list-style-type: none"> ▪ Failure to remain employed for the require length of time will result in a repayment of the incentive ▪ Returning employees (rehires) must have a one (1) year break-in-service from FCS to be eligible for the hiring incentive ▪ Not pensionable wages ▪ The hiring incentive is a one-time payment and is not a factor of the employee’s entitled salary ▪ The payment will be made in two (2) installments: September 2021 and May 2022 ▪ For those hired after September 1 2021 – first installment will be December 2021. ▪ Additional rules/guidance and policies may also apply and may be discontinued at FCS/BOE discretion. ▪ Expires: October 30, 2021 	<p><u>\$500</u> <i>(Expires October 30th)</i></p> <p><u>\$200</u> <i>(Ongoing same as Transportation)</i></p> <ul style="list-style-type: none"> ▪ All school-based, non-administrative staff are eligible to refer a friend to Fulton County Schools ▪ All referrals must be hired into a <u>full-time referral eligible position</u> and onboard by March 31, 2022 ▪ The new hire being referred must list the FCS employee on their application (prior to being approved for hire) ▪ Referrals should be instructed to include the employee’s FCS email address in the “other” text box on the “referral source” page of the Candidate Application ▪ The supplement will be paid as a one-time payment once the new employee hire has successfully onboarded and started the position

Maintenance – (MMI-III) HVAC, Electricians, Plumbers, Trades Helpers – (Hiring/Referrals)

HVAC, Electricians, Plumbers, Trades Helpers	Hiring Incentive	Employee Referral
<p>HVAC, Electricians, Plumbers, Trades Helpers (PT or FT) must be hired by October 30th and remain employed consecutively thru March 30, 2022 (with no less than 30 workdays worked) to avoid the re-claiming of the paid incentive by the district.</p>	<p style="text-align: center;"><u>\$300</u> MM I/II/III – (Electrical, Plumbing, Trades Helpers)</p> <p style="text-align: center;"><u>\$500</u> MM I/II/III – (HVAC)</p> <ul style="list-style-type: none"> ▪ Failure to remain employed for the require length of time will result in a repayment of the incentive ▪ Returning employees (rehires) must have a one (1) year break-in-service from FCS to be eligible for the hiring incentive ▪ Not pensionable wages ▪ The hiring incentive is a one-time payment and is not a factor of the employee’s entitled salary ▪ The payment will be made in two (2) installments: September 2021 and May 2022 ▪ For those hired after September 1 2021 – first installment will be December 2021. ▪ Additional rules/guidance and policies may also apply and may be discontinued at FCS/BOE discretion. ▪ Expires: October 30, 2021 	<p style="text-align: center;"><u>\$500</u> <i>(Expires October 30th)</i></p> <p style="text-align: center;"><u>\$200</u> <i>(Ongoing)</i></p> <ul style="list-style-type: none"> ▪ All school-based, non-administrative staff are eligible to refer a friend to Fulton County Schools ▪ All referrals must be hired into a <u>full-time referral eligible position</u> and onboard by March 31, 2022 ▪ The new hire being referred must list the FCS employee on their application (prior to being approved for hire) ▪ Referrals should be instructed to include the employee’s FCS email address in the “other” text box on the “referral source” page of the Candidate Application ▪ The supplement will be paid as a one-time payment once the new employee hire has successfully onboarded and started the position

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

HVAC, Electricians, Plumbers, Trades Helpers	Annual Retention
<p>HVAC, Electricians, Plumbers, Trades Helpers Annual retention bonus for Maintenance Mechanics 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;">\$1500 <i>MM I/II/III – (Electrical, Plumbing, Trades Helpers)</i></p> <p style="text-align: center;">\$2000 <i>MM I/II/III – (HVAC)</i></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 regular 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. ▪ Ongoing

Maintenance –Trades Helpers – (CDL-A Completion)

Trades Helpers	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</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 regular 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. ▪ Ongoing