

Recruitment/Retention Bonuses (for Schools in Comprehensive Support and Improvement Tier 1 SI or District Managed Turnaround Status):

- The total amount of the bonuses will not exceed \$500,000.00 **\$750,000** annually. This amount does not include Turnaround Years 3 or more.
- Teachers selected to work at these schools shall receive a bonus of up to \$5,000.00. Beginning in the 2019-2020 school year, teachers at schools rated with a first-year school grade of D, Comprehensive Support and Improvement Tier 1 SI schools, shall receive a one-half share of the bonus paid to teachers at a District Managed Turnaround School. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a pro-rated amount. Payment of the bonus shall begin with the second pay check after the FTE mini count.
- If the school grade increases to "C" or better, and at the recommendation of the Superintendent and the approval of the Board, one-half share bonus will be given to returning instructional staff and newly-recruited instructional staff. Bonus payments will begin within two pay periods of the release and finalization of school grades and pro-rated accordingly for late hires.
- For the purpose of the recruitment/retention bonus, the term "teacher" is defined as all personnel paid on the Instructional Salary Schedule.

TA'D on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director