Teacher Recruitment & Retention Bonus

New teacher hires for the 2015-2016 school year may be eligible for a bonus of up to $5,000! To qualify, teachers must be certified and assigned to teach in a qualifying subject area at one of the participating schools.

For additional details, click here!

Schools Included
Belle Glade Elementary
Crossroads Academy
Glade View Elementary
Glades Central High
Gove Elementary
John F. Kennedy Middle
KE Cunningham-Canal Point Elementary
Lake Shore Middle
Northmore Elementary
Pahokee Elementary
Pahokee Middle - Senior High
Pioneer Park Elementary
Rosenwald Elementary

Qualifying Subject Areas
Elementary Education PreK - 6
Exceptional Student Education PreK - 12
Mathematics 6 - 12
Science (all areas) 6 - 12
Reading 6 - 12
English / Language Arts 6 - 12
Social Science 6 - 12
MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
THE SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA
AND
THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION (CTA)

In an effort to attract and retain high quality instructional employees to The School District of Palm Beach County and advance the District’s goals and objectives contained in its Academic Business Plan, the Parties agree this 5th day of June, 2015, that regular eligible new hires for the 2015-2016 school year will be provided monetary recruitment/retention incentives from the District as set forth herein for the following schools:

Belle Glade Elementary
Crossroads Academy
Glade View Elementary
Glades Central High
Gove Elementary
John F. Kennedy Middle
KE Cunningham-Canal Point Elementary

Lake Shore Middle
Northmore Elementary
Pahokee Elementary
Pahokee Middle-Senior High
Pioneer Park Elementary
Rosenwald Elementary

1. The District will provide monetary recruitment/retention incentives up to a maximum amount of five thousand dollars ($5,000.00) to regular new hires who agree to be assigned to the aforementioned schools and meet the following criteria.

2. To qualify for a recruitment incentive, the regular new hire must agree in writing, by means of a job offer letter provided by the District, that he/she agrees to be assigned to one of the aforementioned schools; that he/she is certified in-field by the Florida Department of Education to instruct one or more of the following grade levels/subjects: Elementary School (including Pre-K and ESE) and in Secondary Schools in the subjects of Mathematics, Science, Reading, English, ESE, and/or Social Studies; and, is assigned to teach in said grade levels/subjects.

3. A recruitment incentive of three thousand dollars ($3,000.00), minus standard deductions, will be paid to the regular employee who is hired and completes NEO on or before December 18, 2015; and remains an active, regular employee of the District in good standing through the thirtieth (30th) calendar day after the employee’s official start date.

4. If the employee is hired on or after January 4, 2016 but before March 21, 2016, he/she will be eligible to receive a recruitment incentive in the amount of one thousand five hundred dollars ($1,500.00), minus standard deductions. This amount will be paid to the regular employee who is newly hired and completes NEO on or after January 4, 2016 but before March 21, 2016; and remains an active employee of the District in good standing through the thirtieth (30th) calendar day after the employee’s official start date.

5. The regular new hire who meets all aforementioned requirements in paragraph 2, and either paragraphs 3 or 4, above, will receive an additional retention incentive of two thousand dollars ($2,000.00), minus standard deductions, if he/she completes the school year as a regular employee, is reappointed for the 2016-2017 school year, and affirms in writing his/her
commitment to remain at the assigned school for the 2016-2017 school year. This amount will be paid within thirty (30) calendars days of June 3, 2016.

6. The maximum recruitment incentive ($3,000.00) shall be paid to any regular new hire who meets the criteria in paragraph 2 but is unable to successfully complete NEO due to the District’s failure to provide the regular new hire with the time required for attendance and/or the information relating to his/her attendance at an NEO.

7. This MOU may be renewed beyond the 2015-2016 school year upon the mutual agreement of the Parties.