

THIS IS A DECISION PAPER

TO: HARDIN COUNTY BOARD OF EDUCATION

FROM: TERESA MORGAN, SUPERINTENDENT

DATE: DECEMBER 16TH, 2021

SUBJECT: APPROVAL OF REVISED FULL-TIME CLASSIFIED POSITION RECRUITMENT INCENTIVE PROGRAM.

ISSUE:

The district continues to encounter an unprecedented number of unfilled classified positions. Currently, we offer a referral incentive for employees who recommend persons interested in bus driver, custodial, child nutrition, and child care positions. I recommend extending the referral incentive program to HCS personnel who refers any full time classified position. If the referred person performs one year of full-time service for the district, the person who recommended them would receive a \$500 bonus paid in two \$250 installments (received after 6 months of service). Referrals will be accepted until there are enough candidates in training to fulfill the number of positions needed. At that time the program would be suspended until 10 unfilled positions exist at which time the incentive program will resume.

RECOMMENDATION

I RECOMMEND THE BOARD APPROVE THE EXTENSION OF THE RECRUITMENT INCENTIVE TO INCLUDE ALL FULL-TIME CLASSIFIED POSITIONS.

RECOMMENDED MOTION

I MOVE THE BOARD APPROVE THE EXTENSION OF THE RECRUITMENT INCENTIVE TO INCLUDE ALL FULL-TIME CLASSIFIED POSITIONS.