

**NEWPORT TEACHER/ADMINISTRATOR  
SIGNING BONUS/RETENTION AGREEMENT**

**Whereas,** the Newport Independent Schools (hereinafter “District”) has received Federal monies to offset the effects of the COVID19 pandemic on the District;

**Whereas,** included in the Federal monies are provisions for teacher incentive and retention;

**Whereas,** the COVID19 pandemic has led to difficulty in both hiring and retaining teacher for the District and this Agreement is entered into alleviate the effects of the COVID19 pandemic;

**Whereas,** this Agreement is entered into between the parties, as an ancillary agreement, mindful that KRS provides for both a limited and continuing contract for teachers within the District. This Agreement shall not alter and/or amend any statutory or other rights set by Kentucky and/or any other applicable law;

**Whereas,** this Agreement provides for respective financial obligations between the Parties for commitment to employment with the District.

**It is Therefore Agreed as Follows:**

This Signing Bonus/Retention Agreement is entered into between \_\_\_\_\_ (hereinafter “Employee”) and the Newport Board of Education.

**TERMS OF AGREEMENT:**

The District agrees to provide signing bonus and/or retention bonus for all teachers/administrators for the 2022-2023 school year in the amount of \$5,000.

To receive the signing bonus and/or retention bonus herein, the Employee agrees to continue to provide services to the District through employment with the District up to and including the 2023-2024 school year.

Should the Employee fail to continue to teach for the District through the 2023-2024 school year, the Employee shall repay the District the signing bonus and/or retention bonus back in full. A teacher under a limited contract, non-renewed pursuant to KRS 161.750 shall not be required to repay the signing bonus.

This Agreement shall not constitute any agreed upon term of employment, termination and/or discipline that is governed by KRS §161.720, et al (Teacher Tenure, limited/continuing contracts, administrative KRS 161.765). Should an employee be terminated for cause, any amounts due herein shall be forgiven, unless the employee proceeds with a Hearing, for which if the District prevails, the employee shall be liable for the amounts owed herein.

In the event an employee is terminated, the termination shall relieve the employee of any repayment obligation set forth herein.

The Employee acknowledges that this Agreement may be placed in their personnel or other similar file and that the District may provide a copy of or inform any prospective employer who may make inquiry to the District regarding the Employee. The Employee acknowledges and agrees to advise any prospective employer of the existence of this Agreement, including commitment until the 2023-2024 school year and the District's rights under this Agreement.

The Parties agree that should either party breach this Agreement, the prevailing party shall be entitled to both attorney's fees and costs, which shall include any monetary award paid at the statutory judgement rate from the date of breach.

So Agreed this \_\_\_\_ day of \_\_\_\_\_, 2022.

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Employee

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Ramona Malone, Board Chair