**DATE**:
October 15, 2024

**AGENDA ITEM (ACTION ITEM)**:
Consider/Approve a Kenton County School District Employee Referral Incentive Program for all active district employees.

**APPLICABLE BOARD POLICY**:
01.11 General Powers and Duties of the Board

**HISTORY/BACKGROUND**:
Following a 2023-24 Pilot Program for Employee Referrals approved in November 2023, 13 "critical shortage" area employees were referred by an existing employee and have stayed on with us since the original hire. These hired employees in identified areas of need in 2023-24 included math teachers, special education teachers, bus drivers and monitors, student nutrition workers, and staff in building operations. In an effort to both recruit and retain world class staff, Kenton County School District would like to continue to offer a $500 (less taxes) Team Kenton Referral Incentive for active employees referring anyone newly hired under set parameters and established procedures. Positions eligible for referral incentive pay will vary based on the district's annual needs for those contracted positions considered full-time (over 4 hours, 180+ contracted days) and are approved positions based on KCSD Cabinet approval of Classified and KDE Certified Critical Shortage Areas for Northern Kentucky. The full $500 payout will be granted to the referring active employee upon completion of the applicant's hire and one full year's employment in the same role with no break in service.

**FISCAL/BUDGETARY IMPACT**:
Team Kenton Referral Incentive will be capped annually at $25,000 district-wide

**RECOMMENDATION**:
Approval of Kenton County School District Employee Referral Incentive Program for all active district employees.

**CONTACT PERSON**:
Malina Owens

| | | |
|---|---|---|
| _____ | _Malina Owens_ (signature) | _____ (signature) |
| *Principal/Administrator* | *District Administrator* | *Superintendent* |

*Use this form to submit your request to the Superintendent for items to be added to the Board Meeting Agenda.*
*Principal –complete, print, sign and send to your Director. Director –if approved, sign and put in the Superintendent's mailbox.*