

APPENDIX E: EDUCATION SUPPORT PROFESSIONALS (ESP) SUPPLEMENTS

<u>Type</u>	<u>Amount</u>
• Paraprofessional (Juvenile Detention Center)	\$ 592.00
• First Aid/ CPR [One (1) per school]	\$ 500.00
• Employee Recruitment Incentive Supplement	
1. The Superintendent and School District Leadership Team shall provide an employee recruitment incentive equal to \$250.00 for each job candidate referred to <u>and</u> successfully hired by the School District.	
○ The estimated cost to the School District would be \$75,000 per year based upon approximately 300 referring employees.	
○ “Successfully hired” shall mean the referred job candidate who completes all required steps for onboarding and who remains an employee for a minimum of ninety (90) days.	
2. The Department of Human Resources shall promulgate the procedures for recordkeeping and manage the collection of forms related to this incentive.	
3. The incentive shall be paid as a bonus on a quarterly basis.	
4. Employees who make three (3) or more successfully hired referrals shall be designated as “ Super Recruiters ” and may be entered into a drawing for a prize donated by a business sponsor (e.g., restaurant gift card, hotel stay, etc.).	

Administrators would not be eligible for this incentive since recruitment is an existing job requirement.