



Certified Employees 2023-2024

Incentive	Information
\$2000 Home Closing Cost Assistance	\$1000 - First Community Mortgage Bank \$1000 - Richland One match (2 year district commitment) *Must Finance through First Community Bank
\$500 Employee Referral Appreciation	The referring employee will receive the incentive after the referred candidate begins the school term; candidate referrals must be on the Employee Referral Form before the recommendation date. Referral Form - https://forms.office.com/r/Dr3TFJHmZc
\$3000 Student Teacher Stipend	Student teachers will receive the stipend after the two-year promissory note is signed. The promissory note confirms the intention to be employed with the school district for two years. The student teacher must sign the promissory note by the designated deadline.
\$2,000 "New To One" Signing Bonus	The "New to One" signing bonus is for ALL new teachers. Half of the bonus is payable by October 16, 2023 and the other half by January 31, 2024. Teachers who begin after the 152 nd day of school will be paid ½ of the incentive. <i>Returning teachers qualify if they have not been employed with Richland One for more than 2 years.</i>
Up to \$2,000 Moving Expenses Reimbursement (more than 75 miles)	Receipts for moving supplies (boxes, etc.), moving vehicle (truck rental) and up to one month storage should be emailed to Dr. Felicia Richardson, coordinator of recruitment and retention.
Per Fee Assessment Fee Reimbursement (PRAXIS, PLT, Certification Application)	Official receipts for passed certification examinations and certification application fees must be submitted to Dr. Felicia Richardson, coordinator of recruitment and retention.
\$600 Perfect Attendance	Employees must have perfect attendance for the 2023-2024 school year. This incentive is payable by September 30, 2024.
\$800 per course Tuition Reimbursement (One course per semester/two per year)	Funds are available on a first-come, first-served basis and are limited by funding allocations each year. Employees must apply and gain prior approval before taking courses. Visit https://www.richlandone.org/Page/376
Up to \$1000 Longevity Bonus – ALL Certified	1-5 years of continuous district employment - \$500 annually 6-10 years of continuous district employment - \$750 annually 11+ years of continuous district employment - \$1000 annually This incentive is payable by June 30, 2024.
90+ Day Pay	Employees are paid the substitute rate of \$115 per day for each day over 90 sick days. This incentive is payable by September 30, 2024.



Classified Employees 2023 - 2024

<u>Incentive</u>	<u>Information</u>
<p>Regular Salary for Classified Employees Pursuing Education Degrees <i>Amount: Per Salary Schedule</i></p>	<p>This incentive is for classified employees who are completing student teaching requirements in Richland One. You must request a Leave of Absence; sign a two-year promissory agreement to remain in the district; and participate in district Praxis/PLT test prep opportunities.</p>
<p>\$2000 Home Closing Cost Assistance</p>	<p>\$1000 - First Community Mortgage Bank \$1000 - Richland One match (2 year district commitment)</p>
<p>Up to \$1000 Signing Bonus – Custodians, Maintenance and Student Nutrition</p>	<p>This incentive is for newly hired custodians and Nutrition Services employees. It is payable as submitted by the department head.</p>
<p>Up to \$2000 Signing Bonus - Bus Drivers</p>	<p>This incentive is for: New bus drivers with no experience (up to \$1000) New bus drivers with experience and a CDL (up to \$1500) New bus drivers with Class B or higher with PS endorsement (up to \$2000) This incentive is payable as submitted by the department head.</p>
<p>Up to \$1000 Longevity Bonus – ALL Classified </p>	<p>Eligibility requirements: 1-5 years of continuous district employment - \$500 annually 6-10 years of continuous district employment - \$750 annually 11+ years of continuous district employment - \$1000 annually This incentive is payable by June 30, 2024.</p>
<p>up to \$1000 Bus Drivers with No Accidents <u>and</u> Perfect Attendance</p>	<p>Bus drivers must be permanent employees with perfect attendance and no accidents. Eligible bus drivers will receive \$100 per month, payable June 30, 2024.</p>
<p>\$800 per course Tuition Reimbursement (One course per semester/two per year)</p>	<p>Funds are available on a first-come, first-served basis and are limited by funding allocations each year. Employees must apply and gain prior approval before taking courses. Visit https://www.richlandone.org/Page/376</p>
<p>90+ Day Pay</p>	<p>Active employees are paid the substitute rate of \$115 per day for each day over 90 sick days. The incentive is payable by September 30, 2024.</p>
<p>\$600 Perfect Attendance</p>	<p>Employees must have perfect attendance for the 2023-2024 school year. This incentive is payable by September 30, 2024.</p>
<p>\$500 Employee Referral Appreciation</p>	<p>The referring employee will receive the incentive after the referred candidate begins the school term; candidate referrals must be on the Employee Referral Form before the recommendation date. Referral Form - https://forms.office.com/r/Dr3TFJHmZc</p>