

## Signing Bonus Incentive for Hard to Staff Subject Area

### Hiring Incentive for grades 6-12 math, chemistry, physics, and world languages

Criteria:

1. A one-time signing bonus of \$3,000; paid \$1,500 in the fall and \$1,500 in the spring
2. An additional EARLY signing bonus of \$2,000 if contracted to Rutherford County School before March 1 for the upcoming school year
3. Teacher must hold a valid TN teaching license with appropriate endorsement in that subject area
4. Teacher must be new to Rutherford County Schools, if returning to RCS or an existing employee must not have taught in any of these hard to staff areas as designated in this plan
5. Signing bonus is contingent on final employment approval.

### Hiring incentive for English as a Second Language program instruction

Criteria:

1. A one-time signing bonus of \$1,500; paid \$750 in the fall and \$750 in the spring
2. Teacher must hold a valid TN teaching license with appropriate ESL endorsement
3. Teacher must be new to Rutherford County Schools; if returning to RCS or an existing employee must not have taught in this hard to staff area as designated in this plan
4. Signing bonus is contingent on final employment approval

### Qualifying Endorsement Codes:

ESL: 301, 490

### Qualifying Endorsement Codes: Math: 013, 122, 125, 413

Physics: 017, 129, 214, 414, 417

Chemistry: 016, 127, 212, 416

World Languages: 163, 169, 170, 404, 409, 495, 496 and other equivalent world language endorsements

### Hiring Incentive for Board Certified Behavior Analyst (BCBA Certification)

Criteria:

1. A one-time signing bonus of \$3,000; paid \$1,500 in the fall and \$1,500 in the spring
2. Hold BCBA Certification
3. Teacher must be new to Rutherford County Schools, if returning to RCS or an existing employee must not have taught in any of these hard to staff areas as designated in this plan
4. Signing bonus is contingent on final employment approval.