

STAFF HIRING INCENTIVE

The Division Superintendent may from time to time elect to provide newly hired staff to classroom teaching positions in Essex County Public Schools with a one-time incentive, such as a direct deposit payment or payment of tuition. The incentive may be provided to new teachers hired for difficult to fill positions.

By accepting this payment, the employee expressly understands and agrees that he/she is expected to remain employed by the School Board a minimum of three (3) consecutive years. Furthermore, the undersigned employee expressly understands and agrees that he/she will be required to pay back to the School Board a pro rata portion of the payment if he/she voluntarily ends the employment relationship with the Essex County School Board prior to the end of the third school year, such amount to be a pro rata amount based on the number of days the employee works and such amount will be deducted from the employees final paycheck.

The School Board shall authorize the superintendent to offer the incentive payment within budget parameters (unless specifically approved by the school board) based on the needs of the system.

Adopted: April 13, 2015

Updated: August 8, 2016