



# Office of Human Resources

## Staff Recruitment Incentive Plan

The purpose of this plan is to address the staffing needs of the district through various recruitment incentives to attract new talent to MPS.

### **Mission and fit of positions**

- Increase academic achievement for all students
- Improve district climate and culture
- Develop pathways for staff
- Improve communication and collaboration

### **Working environment**

- Collaborative teams
- Wide range of social, emotional, academic and leadership supports
- Opportunities for growth
- Over 150 + locations
- Technology rich district

### **Total compensation and rewards**

- Competitive pay within Southeastern Wisconsin
- Tuition reimbursement, bilingual scholarship, and dual licensure stipend

### **Professional growth**

- Professional learning opportunities (Lead teacher, mentor and coach)
- Professional pathways for entry to district level management positions
- Full-time and part-time career opportunities

## **Attracting and Recruiting New Talent**

New employees joining Milwaukee Public Schools for the 2022-23 School year that select to work in the Comprehensive Support & Improvement (CSI) schools, specifically targeting the following content areas will be eligible for a staff incentive (as outlined below) and if applicable, a one-time housing stipend if relocating from out-of-state of \$5000.00:

Content Areas	Staff Incentive Amount
<ul style="list-style-type: none"> <li>• Regular K-8 Teachers</li> <li>• Mathematics (Middle/High School)</li> <li>• Science (Chemistry and Physics)</li> <li>• Special Education - Comprehensive Behavioral Special Education - Academic Units</li> <li>• Special Education - Autism Units</li> <li>• Teacher - Manufacturing</li> </ul>	<p style="text-align: center;">\$6,000.00</p> <p>Employees are expected to remain in the CSI school for 36 months after joining the team. Employees that fail to meet the 36-month commitment will be responsible for repayment of the staff incentive as follows:</p> <ul style="list-style-type: none"> <li>• 100% - If resign or terminated during the first year of hire</li> <li>• 50% - If resign or terminated during the second year of hire</li> <li>• 25% - If resign or terminated during the third year of hire</li> </ul>
Specialty Areas	Staff Incentive Amount
<ul style="list-style-type: none"> <li>• Art</li> <li>• ESL</li> <li>• Head start</li> <li>• JROTC - Instructor</li> <li>• Montessori</li> <li>• Music</li> <li>• Physical Education</li> <li>• World Language</li> </ul>	<p style="text-align: center;">\$6,000.00</p> <p>Employees are expected to remain in the CSI school for 36 months after joining the team. Employees that fail to meet the 36-month commitment will be responsible for repayment of the staff incentive as follows:</p> <ul style="list-style-type: none"> <li>• 100% - If resign or terminated during the first year of hire</li> <li>• 50% - If resign or terminated during the second year of hire</li> <li>• 25% - If resign or terminated during the third year of hire</li> </ul>

**Housing Allowance for Out-of-State Recruitments (College and International Recruits Only)**

The district has made a concerted effort to visit and recruit students from Historically Black Colleges, Hispanic Serving Institutions and Universities in which current employees have attended. Additionally, the district has engaged in the recruitment of teachers outside of the continental U.S. For instance, the district has recruited teachers from Mexico, Spain, and Puerto Rico. To reduce barriers for out of state and international teachers, the district is offering a one-time housing allowance of \$5000.00 to cover transportation, moving expenses, first month rent, and security deposit to relocate to Milwaukee. Please note nonresident individuals who don't hold any type of credit history in the United States are typically charged triple to secure housing.

**Employee Referral Program**

Milwaukee Public Schools is committed to recruiting and retaining the best professional and support staff to educate and engage our students, families and communities. In the Office of Human Resources, our goal is to ensure that every classroom and department is fully staffed. In Human Resources, we

understand the best recruitment tool is word-of-mouth and we are excited to present this referral program to existing employees in the district.

Research has shown that new hires who come into an organization through employee referrals are excellent contributors, stay with the employer longer, and are more cost-effective recruits.

We are seeking many positions in the district and we need the assistance of all staff in recruiting highly-qualified candidates.

<b>MPS Employee Referral Program</b>	Eligible employees who refer qualified candidates that are subsequently hired are eligible to earn a referral bonus.			
<b>Common Questions</b>	<b>Teachers and Specialized Services</b>	<b>Facilities and Maintenance</b>	<b>Food and Nutrition Services</b>	<b>School Supports</b>
<b>Which vacant positions would qualify for the referral bonus?</b>	All teaching positions School counselors School Nurses (BA) Psychologists Social Workers Substitute Teachers Speech Pathologists	Building Service Helper I  Boiler Attendant Trainee (BAT)	Food Service Assistant  Food Service Manager	Paraprofessional Safety Assistant Scan Monitor Children Health Assistant Secretarial staff  Administrative/ Professional Staff  Sign Language Interpreters
<b>Who is eligible for the referral bonus?</b>	All MPS employees are eligible for the bonus <b>excluding</b> senior administration, human resources staff, and employees that participated on the referred candidate’s interview team.			
<b>How does an employee refer an applicant?</b>	When the applicant applies, they must complete the “Who referred you” section on the application by entering the referring employee’s first and last name.			
<b>How much will the employee get paid?</b>	Employees that refer new hires for the district identified in the titles above will receive a bonus of \$250.00 per candidate that meets the requirements, and remain employed with the district for at least 90 days. If an employee refers five or more candidates and at least five of the referred candidates meet the 90-day employment requirement, the referring employee will be paid an additional \$500.00 bonus.			
<b>Questions?</b>	Contact Human Resources at <a href="mailto:565@milwaukee.k12.wi.us">565@milwaukee.k12.wi.us</a>			