

PROPOSAL FOR HOGAN TEACHER SIGNING AND REFERRAL BONUS

REFERRAL BONUS FOR CURRENT HOGAN EMPLOYEES

Hogan Preparatory Academy is committed to hiring the highest quality educators that represent the students and community we serve. Did you know we find some of our top talent through referrals by the staff that already work at Hogan? We want to make it easy for you to share opportunities and information with your networks – and to reward you for doing so! We will also reward the teacher you referred with a signing bonus*. Earn a bonus for referring any of the following Missouri certified teachers:

- Special Education Teacher
- Middle or High School Math Teacher
- Middle or High School Science Teacher
- High School Spanish

(A link will be placed on the district website Human Resources page to the Teacher Referral Form. There will also be an Applicant Referral Form for an applicant to fill out if they have been recruited to apply by a Hogan staff member. The applicant must list the staff member's name on the Applicant Referral Form to qualify the staff member for payment, and the staff member must have included the applicant's name on the Teacher Referral Form.)

Who is eligible for the referral bonus?

Any Hogan employee! Don't forget to fill out the Teacher Referral Form, found on the district website, and have the candidate you referred list you on the Applicant Referral Form

How much will I get paid?

\$1,000 per candidate hired.

When will I get paid?

The referred candidate must be hired and start with Hogan Prep by the first day of school and stay in their position for the entire school year. If a candidate is hired mid-year, they must stay in the role until the end of the school year, and payment is pro-rated. Payments will be made, half at the end of December and the other half at the end of June.

Guidelines for Referral

- You must be employed with Hogan Preparatory Academy at the time the bonus is to be paid out.
- All referrals submitted will be considered eligible for the Teacher Referral Bonus for up to one year after the referral is submitted.
- If Hogan has already made contact with a teacher who is referred, that referral will not be eligible for a bonus.
- Bonuses are awarded for full-time staff only.
- If more than one person refers a teacher candidate, the bonus will be awarded to the person who made the referral first.

- Referred teachers cannot be current or prior Hogan employees.
- Hogan reserves the right to modify, change or end this program.

SIGNING BONUS FOR NEW HIRES (TEACHERS ONLY)

*SIGNING BONUS IS \$2,000 FOR THE FOLLOWING POSITIONS. MUST BE MISSOURI CERTIFIED TO QUALIFY:

- Special Education Teacher
- Middle or High School Math Teacher
- Middle or High School Science Teacher
- High School Spanish

*\$1,000 paid Aug. 15th first year of employment. \$1,000 paid Aug. 15 second year of employment

***AN AMOUNT OF \$25,000.00 HAS BEEN BUDGETED FOR THIS REFERRAL AND SIGNING PROGRAM. AWARDS WILL BE MADE, FIRST COME, FIRST SERVE UNTIL THIS AMOUNT HAS BEEN EXHAUSTED.**