

Purpose

As districts across the country struggle to fill hundreds of specialized teaching positions before school starts back up next month, some are turning to one-time bonuses to sweeten the deal. Special education and STEM fields are typically the areas with the highest demand for teachers. Nationally and locally, there is a shortage of “critical needs area” teachers. The quantity of these teachers is more strained to cover increased student enrollment, the vast array of mathematics and science courses offered, the number of students with exceptionalities, and losses of teachers due to pre-retirement turnover. Since math, science, and special education are high critical areas, it is proposed TCS needs to offer a signing bonus to secure qualified math, science, and special education teachers for our students. **This is not a guarantee of three years employment. Employment may be terminated by either party, at any time, in accordance with Board policy and applicable state and federal law. To be eligible for the bonus, the teacher must be employed by the Tuscaloosa City Schools as a math, science, and special education teacher of each applicable school year.**

Critical Needs Content Area Teacher Signing Bonus

(Grades 7-12 Math, Grades 7-12 Science, and Special Education Collaborative and Self-Contained)

January 1, 2019-December 31, 2019

Certified Math/Science/Special Education Teacher	\$5,000.00/3 years of service to TCS <u>\$1,667.00/1st year (August 2019)</u> <u>\$1,667.00/2nd year (August 2020)</u> <u>\$1,666.00/3rd year (August 2021)</u>
Alternative Baccalaureate Certification	\$4,000.00/3 years of service to TCS
Math/Science	<u>\$1,334.00/1st year (August 2019)</u> <u>\$1,333.00/2nd year (August 2020)</u> <u>\$1,333.00/3rd year (August 2021)</u>

Relocation Reimbursement

The Tuscaloosa City Schools will reimburse up to \$1,000 of IRS defined qualified moving expenses (per Publication 521) for any secondary math, science, or special education teacher (7-12) whose first year of service with the Tuscaloosa City Schools is the 2018-2019 school year, and who meets the IRS tests found in Publication 521.

Appropriate documentation (detailed receipts, invoices) must be provided to the TCS Finance Department for direct payment to a third party or for personal reimbursement.

Please see the summary of IRS Publication 521 in the Tuscaloosa City Schools administrative procedures.