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(Draft for Approval)

Special Meeting

November 09, 2021

Attendance

Present: Chair DePass; Vice-Chair Scott; Directors Brim-Edwards, Hollands, Kohnstamm, and Lowery;
Student Representative Weinberg

Absent: Director Greene

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Actions Taken

- **Resolution 6404: Resolution Approving Substitute Incentives, Referral Bonuses for High Need Positions and Retention Bonuses for Paraeducators**

Director Brim-Edwards moved and Director Hollands seconded the motion to approve Resolution 6404. The motion was put to a voice vote and passed (6 yes, 0 no), with Directors Greene absent.

Director Julia Brim-Edwards: Yes, Director Michelle DePass: Yes, Director Greene: Absent, Director Hollands: Yes, Director Amy Kohnstamm: Yes, Director Eilidh Lowery: Yes, Director Andrew Scott: Yes; Student Representative Weinberg: Yes (Unofficial)

RESOLUTION No. 6404

Resolution Approving Substitute Incentives, Referral Bonuses for High Need Positions and Retention Bonuses for Paraeducators

RECITALS

- A. Portland Public Schools is experiencing significant staff shortages in critical positions as a result of pandemic labor-market changes. Currently, Portland Public Schools has 40% fewer substitutes than before the pandemic and is experiencing significant vacancies for custodians; paraeducators; school-based counselors, social workers, psychologists, qualified mental health providers; special education classroom educators; and CRP classroom educators (“High-Needs Positions”).
- B. To address the staffing shortage, increase the number of job applicants, and attract and retain employees for the High-Needs Positions, the District has designed three hiring and retention incentives programs: (1) substitute incentives, (2) referral incentives bonus to current employees who refer successful candidates for the High-Needs Positions, (3) and retention bonus for new and current paraeducators.
- C. These programs are narrowly tailored to address PPS’s most significant staffing needs and are for the 2021-22 school year only.
- D. The substitute-incentive program is based on paying an additional day of pay if the substitute works a predetermined number of school days, as well as an additional incentive for working every school day in a pay period.
- E. The temporary referral bonus program provides an incentive payment to a current employee who successfully refers a candidate who is hired and remains employed for at least 90 days in the High Needs Positions.
- F. The retention bonus program provides an incentive payment to new and current paraeducators. The payment is paid in two equal installments; one in January 2022 and one at the end of the 2021-22 school year.
- G. All three programs are part of a targeted recruiting and retention strategy and are not long-term wage or budget commitments.

RESOLUTION

The Portland Public Schools Board of Education authorizes the implementation of and payments under the incentive, referral and retention programs described herein, effective November 9, 2021, as applied to positions determined to be in a staffing shortage.