

RESOLUTION No. 6525

Resolution Approving Referral Bonuses for High-Need Summer Positions

RECITALS

- A. Portland Public Schools is committed to providing summer enrichment and extended learning programs for students, which include opportunities for students of all ages and academic support, enrichment activities, and culturally specific learning experiences.
- B. Portland Public Schools is experiencing significant staff shortages in critical positions to provide those summer programs. Significant vacancies for Summer Acceleration Academy, Special Education Extended School Year, Special Education Learning Acceleration, and Special Education Recovery Services programs (“Summer Programs”) currently exist for classroom educators, school-based counselors and social workers, educational assistants, special education classroom educators, and paraeducators, and the district may identify additional hard-to-fill positions (“High-Needs Positions”).
- C. To address the staffing shortage, increase the number of job applicants, and attract and retain employees for summer programming, the District has designated a referral incentive bonus to current employees who refer successful candidates for the High-Needs Positions.
- D. This program is narrowly tailored to address PPS’s most significant staffing needs for the 2022 Summer Programs.
- 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 the duration of the Summer Programs in the High-Needs Positions.
- F. The program is part of a targeted recruitment strategy and is not a long-term wage or budget commitment.

RESOLUTION

The Portland Public Schools Board of Education authorizes the implementation of and payments under the referral program described herein, effective June 14, 2022, as applied to the High-Needs Positions for the Summer Programs.