TIPS FOR OFFERING BONUSES TO RETAIN EMPLOYEES

Offering bonuses to staff provides an opportunity to show recognition of their work. While every state may be different in this approach, meet with your school board and administration to discuss options for providing staff with wage increases and bonuses. Refer to Fact Sheet #56C: Bonuses under the Fair Labor Standards Act (FLSA) December 2019 to ensure bonuses offered meet labor wage and hour laws.

Single Bonus
Offer a one-time bonus to new employees

End of the Year Bonus
Give all employees a bonus at the end of the school year

Referral Bonus
Offer a monetary incentive for current employees who submit a qualified referral (A monetary incentive for referring a qualified candidate, even though there is a chance they may not get the job)

Onboarding Bonus for Current Employee
Offer a finder’s reward for any employee who referred a new hire (Offer an incentive for referring someone, and they are hired)

Recognition Bonus
Provide retention bonuses for current staff who are employed for 5 consecutive years or more

Perfect Attendance Bonus
Provide a one-time bonus for employees who have not missed a day of work during the school year

This project was funded using U.S. Department of Agriculture grant funds. The USDA is an equal opportunity provider, employer, and lender.
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Suggested Reference Citation:

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