

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

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)

Recognition Bonus

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

End of the Year Bonus

Give all employees a bonus at the end of the school year

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)

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.

The University of Mississippi is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA employer.

For more information and the nondiscrimination statement in other languages:
<https://www.fns.usda.gov/cr/fns-nondiscrimination-statement>

Except as provided below, you may freely use the text and information contained in this document for non-profit or educational use with no cost to the participant for the training providing the following credit is included. These materials may not be incorporated into other websites or textbooks and may not be sold.

Suggested Reference Citation:
Institute of Child Nutrition. (2022). *Tips for offering bonuses to retain employees*. University, MS: Author.

The photographs and images in this document may be owned by third parties and used by the University of Mississippi under a licensing agreement. The university cannot, therefore, grant permission to use these images. Please contact helpdesk@theicn.org for more information.

© 2022, Institute of Child Nutrition, The University of Mississippi, School of Applied Sciences

08/18/2022