



# Instructional Assistant Recruitment Bonus Recommendation

## WCPSS Board of Education Work Session

July 20, 2021

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# Instructional Assistant Qualifications and Expectations

- High school diploma or GED
- IAs working in Title 1 schools must be Highly Qualified under the Every Student Succeeds Act (ESSA)
- IAs begin at \$11.80 an hour and earn benefits if eligible



# Vacancy Rates

## IAs - June 2021

- **11% vacancy rate overall**
- **296 vacant positions**
  - 88 regular ed
  - 208 special ed

## Other Positions

- **Teachers: 3%**
- **Clerical Assistants: 6%**
- **Receptionists: 5%**



# Instructional Assistant Recruitment Bonus Recommendation

- **\$1,200** sign-on bonus for IAs hired July 1 - Nov. 21, 2021
  - **\$600** after 3 months in same position
  - **\$600** in November 2022 (if still employed as IA through October)
  - New IAs hired at 50% or greater are eligible\*

\*Bonus prorated for IAs hired less than 100%



## Next Steps

- Requesting Board approval tonight
- Virtual information session scheduled for IA candidates on July 26
- Bonus payments to begin in October 2021 to eligible IAs
- Continue exploring ways to improve compensation for current IAs as well as other support staff

# Dialogue and Questions

WHAT     
STARTS  
 HERE  
CHANGES  
 EVERYTHING.