

STEWART COUNTY

SCHOOL DISTRICT

Building the Future, One Child at a Time



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Dr. Michael H. Robinson

News Advisory

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FOR IMMEDIATE RELEASE:

December 16, 2022

Stewart County School District

LUMPKIN, GA- We appreciate the Stewart County Board of Education for approving the proposed Bonus Pay this past Monday, December 12, 2022 at its regularly scheduled Board Work Session. “As we continue to navigate through the COVID-19 Pandemic, the Stewart County School System started this school year off with in-person learning with a Mask Mandate Requirement due to the high infection rate in its County. This continues to create a challenging work environment for Teachers and Staff, who had to quickly learn to navigate multiple changes, health concerns, and increased responsibilities amid the COVID-19 pandemic, Superintendent Robinson said.”

As this remains a global concern, recruiting and retaining teachers and staff are addressed by our neighboring school districts in the Chattahoochee Valley by offering signing and retention bonuses for ALL positions to mitigate this problem. The Stewart County School District seeks to follow suit by providing its staff similar bonuses to show gratitude to its Teachers and Staff while being competitive with its neighboring school districts.

First Incentive Payment:

- ALL employees who are employed with the Stewart County School District on or before September 6, 2022, and worked at least three (3) pay periods shall receive a lump-sum payment of \$1,000.00 on or about December 21, 2022, for hazardous pay according to the ESSER fund guidelines.

Second Incentive Payment:

- ALL employees who are employed with the Stewart County School District on or before September 6, 2022, and worked at least four (4) pay periods shall receive a lump-sum payment of \$1,000.00 on or about March 31, 2023, for retention pay according to ESSER fund guidelines. All eligible employees will have to commit to continuing their employment with the Stewart County School District for the 2023-2024 school. If an employee resigns from their position with the Stewart County School District before the start of the 2023-2024 school year, he/she will have to re-pay the second incentive payment upon leaving the school district.

The Stewart County School District is focused on attracting and retaining talented teachers to serve our students. We appreciate our Board of Education for recognizing the need to support us in our efforts. When evaluating the data, it is evident that compensation is a powerful employee retention tool, and its use for attracting and retaining employees in a challenging school year is something we must address. To this end, not everything has a price; however, these incentives are needed to recruit and retain highly qualified employees, which is crucial for our student's academic growth.

About Stewart County School District-

Stewart County School District is an equal opportunity employer committed to inclusion and diversity. We take affirmative action to ensure equal opportunity for all applicants, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, Veteran status, or other legally protected characteristics.

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