To Whom It May Concern:

Ref: Signing Bonuses for Teachers

The 2001 session of the state legislature passed Senate Bill 427, which appropriated $10 million to be used for signing bonuses to newly hired teachers. The funds are to be used over the biennium to pay new teachers a $2,000 bonus. The Department of Education will be administering this program.

Senate Bill 427 specifies four basic criteria for the signing bonus:

- A teacher must teach at least 30 days in the district/school before he/she can receive the bonus.

- A teacher who taught for a school district in this state before June 13, 2001, and subsequently transfers to another school district in the state is not eligible to receive the bonus.

- A teacher who returns to teaching after one or more years of interrupted service will be eligible for the bonus.

- A teacher may not receive more than one signing bonus.

Many questions have been asked since the first application letters were sent to the school districts. The Non-Regulatory Guidance enclosure has answers for many of the questions that have been asked. Hopefully this will assist you and the district employees in understanding the new Signing Bonus Program.

If you have questions about the program, please contact Orval Nutting at 775.687.9219 or Bill Arensdorf at 775.687.9160.

Sincerely,

Jack W. McLaughlin
Superintendent of Public Instruction

Enc.
Teacher Signing Bonus Program
Senate Bill 427
Non-Regulatory Guidance

1. Question:
   How much is the teacher signing bonus?
   Answer:
   New teachers hired for school year 2001-2002 will receive $2,000. New teachers hired for school year 2002-2003 will receive an amount not to exceed $2,500.

2. Question:
   Are teachers hired for less than full-time eligible for the signing bonus?
   Answer:
   Yes.

3. Question:
   Are counselors, vice-principals, principals, deans, etc. eligible for the signing bonus?
   Answer:
   Other professional staff, not hired to teach, is not eligible for the signing bonus.

4. Question:
   How long do I have to teach to receive the signing bonus?
   Answer:
   New teachers must teach 30 days in a Nevada public school before they can be paid the signing bonus.

5. Question:
   How will teachers be paid the signing bonus?
   Answer:
   Teachers will be paid the signing bonus from their employer—a school district or charter school.

6. Question:
   If a teacher fails to complete the school year as an employee, does the teacher have to pay the bonus back?
   Answer:
   No.
7. Question:
Are teachers who start second semester eligible for the signing bonus?
Answer:
Yes. As long as the employee teaches a minimum of 30 days with the school
district or charter school, he/she is eligible to receive the signing bonus.

8. Question:
Is a teacher with out of state experience, eligible for the signing bonus?
Answer:
Yes, all new teachers that are new to the state are eligible.

9. Question:
Is a teacher that had previous Nevada public school experience but was not
teaching during the 2000-2001 school year eligible for the signing bonus?
Answer:
Yes, A teacher who returns to teaching after one or more years of interrupted
service will be eligible for the bonus.

10. Question:
If the employee is paid through a federal program, such as Title I, is he/she
eligible for the signing bonus?
Answer:
Yes, all newly hired Nevada public education teachers are eligible for the bonus
as long as the requirements as outlined in Senate Bill 427 are met.

11. Question:
Are new teachers in GED programs, juvenile centers, and alternative schools
eligible for the signing bonus?
Answer:
Yes, the signing bonus is for all licensed teachers hired by a county school
district or a public charter school.

12. Question:
Are substitute teachers including long-term substitutes, eligible for the signing
bonus?
Answer:
No.

13. Question:
Is a person who was a substitute teacher prior to June 13, 2001, eligible for the
signing bonus?
Answer:
Yes. As long as the newly hired teacher was not considered as a regular
contract teacher, he/she is eligible for the signing bonus.
14. Question:
When will the district receive their SB 427 money?
Answer:
The state will pay the districts on a quarterly basis: July 1, October 1, January 1, and April 1. Districts have the option of paying the teachers their bonus after the 30-days of teaching and have the state reimburse quarterly or upon request using the regular FP-02 Request Form.

15. Question:
Who pays the taxes?
Answer:
The district office will process the signing bonus as employee earned income and the taxes will be based on an individual basis.

16. Question:
Prior to June 13, 2001, the teacher had only a one-year contract. Is he/she eligible for a signing bonus?
Answer:
If the employee was a public school teacher in Nevada during the 2000-2001 school year and prior to June 13, 2001, the employee is not eligible for the signing bonus.