

## New Hire Referral Bonus Program for 2019-2020 Hiring Season

DSST Public Schools recognizes that one of the best sources for new team members is referrals from current team members. Last school year, 50% of new hires came from referrals from current team members, community members, students, and families!

To show our appreciation for referrals and the talent they bring to our network, DSST has created the following referral incentive system:

Referral Bonuses are paid for every referral hired and employed at DSST Public Schools for at least 60 days. Bonuses for Hiring Season Referrals are paid in October 2019. Mid-Year and Home Office referral bonuses are paid on the next paycheck following 60 days of employment.

Type of Referral	Bonus Amount
<b>Mid-Year Referral</b> (hired to fill vacancies between 1 <sup>st</sup> & Last day of school)	\$700
<b>Hiring Season Referral</b> (hired to fill 2019-2020 school year roles)	\$500
<b>Home Office Referral</b> (hired to fill home office vacancies anytime of year)	\$350
<b>Hard to Fill Positions</b> All Math and Science positions (as of 2/8/2019)	\$1000

### What is a referral? (When in Doubt – Refer!)

- Someone you know personally that will contribute positively to DSST Public Schools
- Someone you have personally recruited and convinced to join our team

### How do I get recognized for referring someone to DSST? (one of the following conditions must be met)

- The candidate names you in their application
- You refer the potential candidate through our referral page on the website: [Refer a Friend](#)

### Eligibility Requirements:

- Anyone can refer a future team member to DSST Public Schools!

### Important Details:

- The referred candidate is subject to the same interview process as all other candidates and is not guaranteed a position with DSST Public Schools
- There is no limit to the number of referral bonuses that an individual may accumulate
- If there is a discrepancy (i.e. - more than one person refers the candidate), we will ask the candidate who referred them (if the candidate names multiple individuals, the bonus will be split evenly)
- Referred candidates cannot be current employees of our network including our pipeline programs or prior employees of our network (i.e. student teachers, apprentice teachers, current coaches/elective teachers)
- The referral program does NOT apply to temporary positions or positions paid via stipend
- The following individuals are NOT eligible for referral bonuses: members of Talent Acquisition Team, School Directors hiring for their own schools, Home Office Hiring Managers hiring for their own departments

Have any questions?

E-mail [humancapital@scienceandtech.org](mailto:humancapital@scienceandtech.org) or contact John Nagib, Talent Acquisition Coordinator