

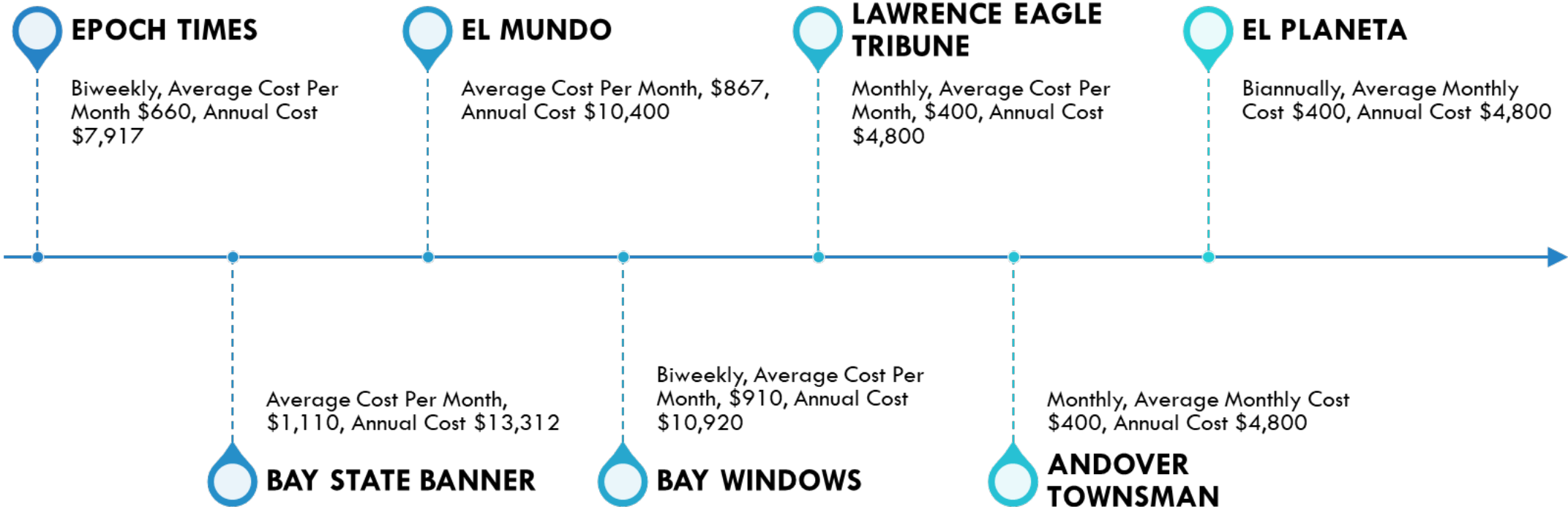


FY24 Business Office Budget Requests

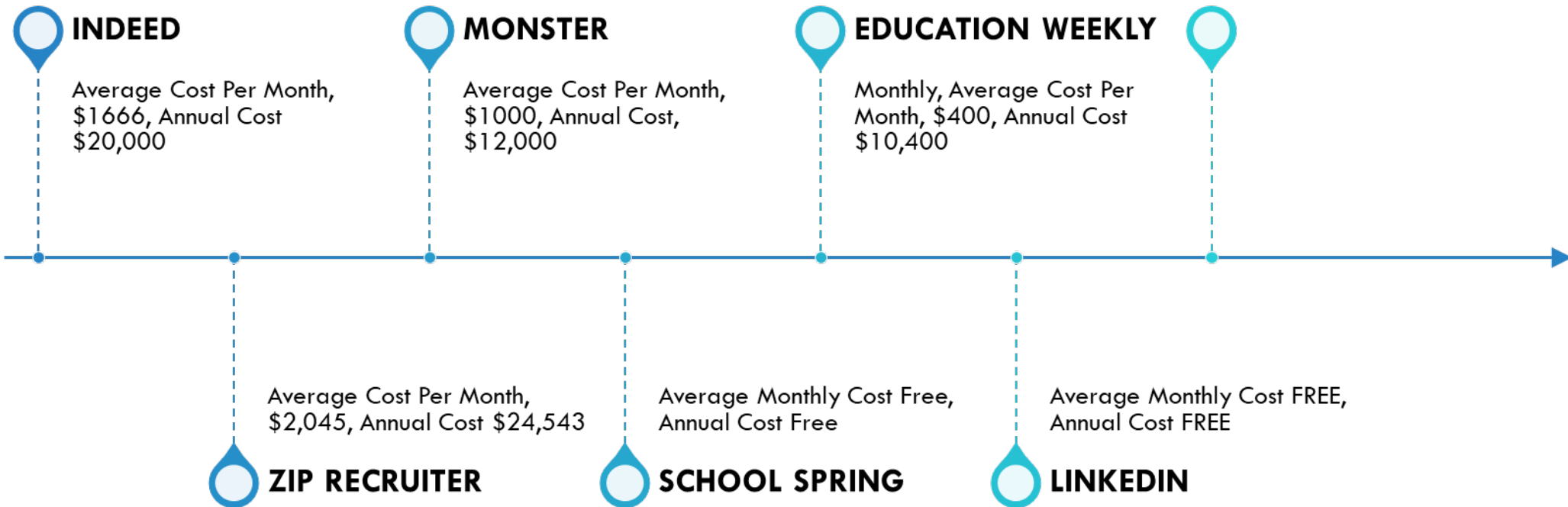
Diversity Recruitment for Andover Public Schools

New Initiatives:

- Increased advertising budget and introduction of employee referral program (\$47,000)



Recruitment Expenses



Employee Referral Program

Purpose:

The purpose of the Employee Referral Bonus Program is to provide an incentive award to a current employee in a full-time equivalent (FTE) position who brings new talent to the school by referring applicants who are subsequently selected and successfully employed in a hard-to-fill position.

Referral Bonus Amount:

The Referral Bonus Program is operated under the authority of the Andover Public School's Employee Bonus Guidelines. Under these guidelines, an employee may receive multiple bonuses, the total of which may not exceed \$3,000 in any fiscal year.

- Referral bonus payments may be paid in a lump sum or in periodic payments until the new employee has completed his or her probationary period.
- Payments cannot be made until the referred candidate has been employed for a minimum of six months.
- For example, a \$1,000 referral bonus can be structured as follows:
 - \$500 referral bonus awarded after six months from the hire date,
 - \$500 referral bonus awarded at the end of the probationary period.

Transportation Increase

- \$99,543 - Special Education, Foster Care and Homeless
 - Contractual Increase – 2.9%
- \$72,000 - Regular Education
 - Contractual Increase – 2.8%
- \$9,500 - Extra Curricular and Athletics
 - Contractual Increase - 6.25%
- \$131,400 - 2 Additional Buses to Increase Service Level
- \$30,000 - Police traffic detail at AHS and WMS
- \$342,443 - Grand Total Increase in Transportation and Safety