### Tiered Signing Bonuses for School Year 2023-2024

Employees hired on or after October 18, 2023 will receive adjusted signing bonuses.

<table>
<thead>
<tr>
<th>Tier 1: $5,000</th>
<th>Tier 2: $2,500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1, effective October 18: $3,000</td>
<td>Tier 2, effective October 18: $1,500</td>
</tr>
<tr>
<td>CSDE Shortage Areas</td>
<td>General Sign-On Bonus</td>
</tr>
<tr>
<td>HPS District High Vacancy Areas</td>
<td></td>
</tr>
</tbody>
</table>

#### Tier 1:
- Bilingual
- Early Childhood/Pre-Kindergarten
- Elementary
- Mathematics
- Montessori
- Library & Media Specialist
- School Psychologist
- Sciences
- Special Education
- Speech Language Pathologist
- Technology Education
- TESOL
- World Languages
- Health Professionals (NC)

#### Tier 2:
- Art
- Computer Education
- Dance/Drama
- English
- History & Social Studies
- Music
- Physical Education
- Health
- Reading
- Trade & Industry/Hospitality
- School Counselor
- School Social Worker

<table>
<thead>
<tr>
<th>Tier 3: $1,250</th>
<th>Non-Certified Sign-On Bonus for High Vacancy Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 3, effective October 18: $750</td>
<td></td>
</tr>
<tr>
<td>Non-Certified Sign-On Bonus for High Vacancy Areas</td>
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<tr>
<th>Paraeducators (NC)</th>
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<td>Secretaries (NC)</td>
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Revised 10042023