

Florida Educational Negotiators (FEN) Survey: Employee Recruitment Incentives

EXECUTIVE SUMMARY OF FLORIDA EDUCATIONAL NEGOTIATORS (FEN) SURVEY RESULTS

61 or 100% of Florida school districts who are Florida Educational Negotiators (FEN) members were *surveyed*.

25 or 41% of Florida school districts who are FEN members *responded* to the survey.

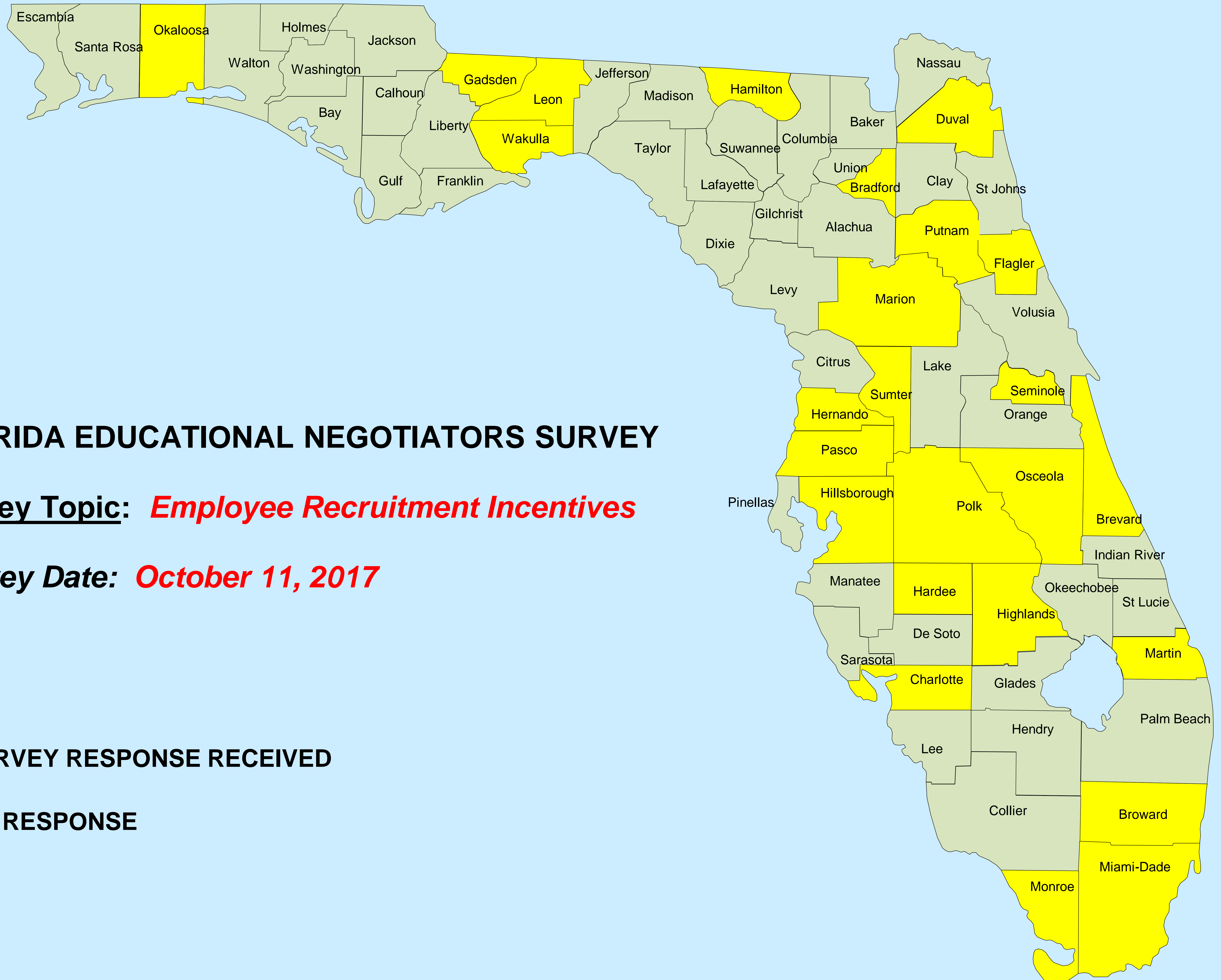
2 or 8% of responding Florida school districts do offer an *employee recruitment incentive*.

23 or 92% of responding Florida school districts *do NOT* offer an employee recruitment incentive.

2 or 8% of responding Florida school districts pay a monetary employee recruitment incentive as a *bonus*.

0 or 0% of responding Florida school districts pay a monetary employee recruitment incentive as a *supplement*.

0 or 0% of responding Florida school districts pay a monetary employee recruitment incentive in *another* manner.

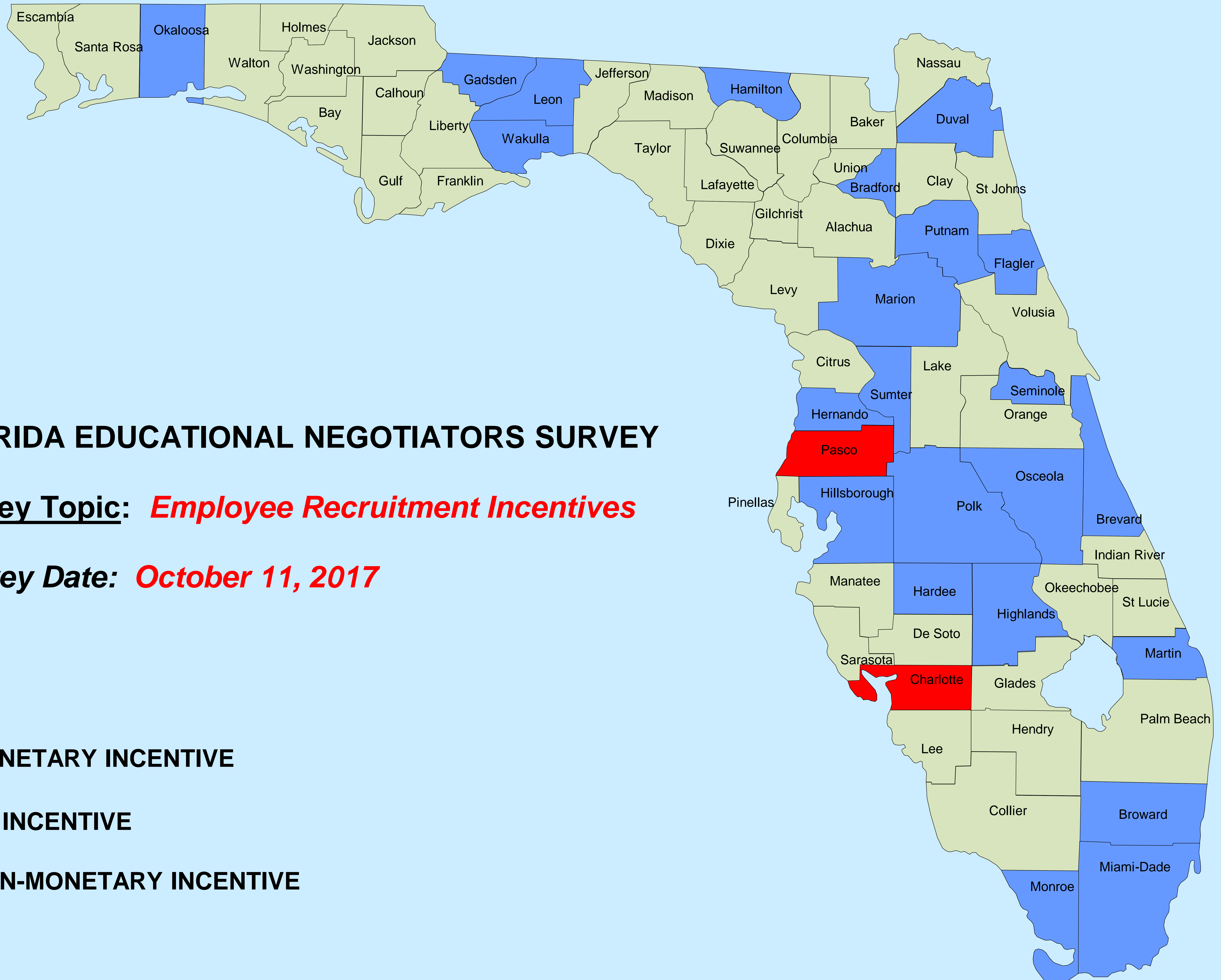


FLORIDA EDUCATIONAL NEGOTIATORS SURVEY

Survey Topic: *Employee Recruitment Incentives*

Survey Date: *October 11, 2017*


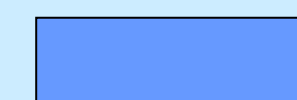
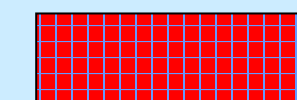
-  SURVEY RESPONSE RECEIVED
-  NO RESPONSE



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-  **MONETARY INCENTIVE**
-  **NO INCENTIVE**
-  **NON-MONETARY INCENTIVE**

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Survey Question	# RESPONDENTS	# RESPONSE CHOICE 1	% RESPONSE CHOICE 1	# RESPONSE CHOICE 2	% RESPONSE CHOICE 2	# RESPONSE CHOICE 3	% RESPONSE CHOICE 3
2. Does your district have an incentive for employees who recruit and refer job candidates who are subsequently hired? YES ___ NO ___	25	2	8%	23	92%	N/A	N/A
3. If you answered YES to item # 2 above what type of recruitment incentive(s) does your district offer? Monetary ___ Other ___	2	2	100%	0	0%	N/A	N/A
4. If you answered "Monetary" to item # 3 above, what amount(s) do you offer?	2	N/A	N/A	N/A	N/A	N/A	N/A
5. If you answered Monetary to item # 3 above what type(s) of incentives/rewards does your district offer? (Please check all that apply.) Bonus ___ Supplement ___ Other ___	2	2	100%	0	0%	0	0%
6. If you answered "Other" to item # 5 above what "Non-Monetary" incentives does your district offer to employees who recruit?	2	N/A	N/A	N/A	N/A	N/A	N/A
7. Please attach a copy of any related Memorandum of Understanding, CBA language, School Board Policy and/or Administrative Procedure	2	N/A	N/A	N/A	N/A	N/A	N/A

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District Number	District Name	Respondent Name	2. Does your district have an incentive for employees who recruit and refer job candidates who are subsequently hired? YES ___ NO ___	3. If you answered YES to item # 2 above what type of recruitment incentive(s) does your district offer? Monetary ___ Other ___	4. If you answered "Monetary" to item # 3 above what amount(s) do you offer?	5. If you answered Monetary to item # 3 above what type(s) of incentives/rewards does your district offer? (Please check all that apply.) Bonus ___ Supplement ___ Other ___	6. If you answered "Other" to item # 5 above what "Non-monetary" incentives does your district offer to employees who recruit?	7. Please attach a copy of any related Memorandum of Understanding, CBA language, School Board Policy and/or Administrative Procedure
01	ALACHUA							
02	BAKER							
03	BAY							
04	BRADFORD	David Harris	NO					
05	BREVARD	Barbara Davis	NO					
06	BROWARD	Dorothy Davis	NO					
07	CALHOUN							
08	CHARLOTTE	Debbi Anderson	YES	Monetary	\$100	Bonus	N/A	YES
09	CITRUS							
10	CLAY							
11	COLLIER							
12	COLUMBIA							
13	DADE	Dawn Baglos	NO					
14	DESOTO							
15	DIXIE							
16	DUVAL	Laura Bowes	NO					
17	ESCAMBIA							
18	FLAGLER	James Woods	NO					
19	FRANKLIN							
20	GADSDEN	Rocky Pace	NO					
21	GILCHRIST							
22	GLADES							
23	GULF							
24	HAMILTON	Philip Pinello	NO					
25	HARDEE	George Kelly	NO					
26	HENDRY							
27	HERNANDO	Heather Martin	NO					
28	HIGHLANDS	Andrew Lethbridge	NO					
29	HILLSBOROUGH	Jill Bowling	NO					
30	HOLMES							
31	INDIAN RIVER							
32	JACKSON							
33	JEFFERSON							
34	LAFAYETTE							
35	LAKE							
36	LEE							
37	LEON	Deana McAllister	NO					
38	LEVY							

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39	LIBERTY							
40	MADISON							
41	MANATEE							
42	MARION	Philip Leppert	NO					
43	MARTIN	Maurice Bonner	NO					
44	MONROE	Ramon Dawkins	NO					
45	NASSAU							
46	OKALOOSA	Lindsay Maxey	NO					
47	OKEECHOBEE							
48	ORANGE							
49	OSCEOLA	John Boyd	NO					
50	PALM BEACH							
51	PASCO	Kathleen Scalise	YES	Monetary	\$100	Bonus	N/A	YES
52	PINELLAS							
53	POLK	Karen Marcelin	NO					
54	PUTNAM	Tonya Whitehurst	NO					
55	ST. JOHNS							
56	ST. LUCIE							
57	SANTA ROSA							
58	SARASOTA							
59	SEMINOLE	Mark Russi	NO					
60	SUMTER	Hannah Foster; Lisa Whitman	NO					
61	SUWANNEE							
62	TAYLOR							
63	UNION							
64	VOLUSIA							
65	WAKULLA	Angela Walker	NO					
66	WALTON							
67	WASHINGTON							