

ENCOURAGE OTHERS TO *WORK HERE!*

If you know someone who will be a great addition to NNPS, refer them and receive a \$5,000 bonus on eligible positions!

**Referral Bonus available for the following positions:
Classroom Teachers • Library Media Specialists • School Psychologists**

Referral time period: March 1 – August 31, 2023

Any current employee who refers a candidate from the eligible position list below that is hired between March 1, 2023 and August 31, 2023 will be eligible for a \$5,000 referral bonus. Please see terms and conditions outlined below:

- Eligibility includes current staff in paygrades 40 and below. Human Resources staff is not eligible.
- Referred candidates must not be current NNPS employees and must be offered and accept a position between March 1, 2023 and August 31, 2023 to begin work for the 2023-2024 school year.
- Referral bonuses are paid out in two equal payments, \$2,500 at the end of December 2023 and \$2,500 at the end of June 2024. The referred employee must be actively employed at the time of each referral payment.
- The bonus is subject to available funding and will be taxed as per current IRS regulations.
- Completing the form does not guarantee that a referral bonus will be paid out. The referred candidate must meet all eligible job requirements to be hired before the referral bonus can be paid. Human Resources will review each submission and determine eligibility for the referring employee and the candidate.
- Submit one form for each person you are referring. The form must be submitted prior to the candidate being given an offer. Submitted forms received for a candidate after an offer has been given are not eligible.
- Last Day to submit a referral form is August 31, 2023.
- NNPS reserves the right to modify terms and conditions without notice.
- New Hires for the licensed eligible positions below will receive a \$3,000 signing bonus paid out in two equal payments in September and January of the 2023-2024 school year. They must work through the end of September 2023 to receive the first half of the bonus, and must work through the end of January 2024 to receive the second half of the bonus.

EXCLUSIONS MAY APPLY

Employees must complete the referral at:

[www.bit.ly/NNPS ReferralBonus2023](http://www.bit.ly/NNPS_ReferralBonus2023)

Other terms and conditions apply. Click link to view.
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For more information on how to join the NNPS team,
contact Human Resources at 757-881-5061 or visit
www.nnschools.org/employment