



Points of Intersection Bonus Policy

Purpose: At the root of our mission is a commitment to create and maintain a school community that empowers students of diverse identities to become scholars and leaders. We believe it is beneficial for our students to have teachers who share their backgrounds, and experiences. This “Points of Intersection” policy furthers this goal.

Policy:

- Successfully hired teachers will receive a bonus of \$2,000 if they share key experiences with our student community.
- This bonus will apply to teachers (Classroom, Specials, Special Education, ESL, and Associate Teachers.)
- The “Points of Intersection” are as follows:
 - Teachers who attended K-12 school in Springfield.
 - Teachers who speak languages that are predominant in the Springfield schools according to DESE (currently Spanish and Somali).
 - Teachers who grew up in a low income household (e.g. family eligibility for SNAP (“food stamps”) or WIC, low-income housing subsidy, Medicaid or Mass Health and/or Pell Grant for college tuition.)
 - Teachers who are first generation college students
- Any Teacher who reaches the offer stage with us will receive an online survey where they may choose to share whether they meet this criteria. This will include a brief written response explaining how their lived experience prepares them to support Springfield Prep students. The survey will also include a statement to attest that the information they provide is accurate. The response will be sent to, and reviewed by, our Finance and HR coordinator who will notify candidates if they have qualified for the “Points of Intersection” bonus.
- If there are questions or uncertainty whether a candidate meets the criteria for a “Points of Intersection” bonus a committee made up of the Director of Talent, the HR and Finance Coordinator, and a member of the Staff Hiring Committee will review the application to determine final eligibility.
- The bonus will be paid in two installments. For candidates hired on a school year schedule, the first installment will be paid in the December 15th payroll and the second installment will be paid in the June 15th payroll. For candidates who are hired mid year, the first installment of the bonus will be paid after five months of employment and the second installment will be paid after 10 months of employment.

- Employees must be employed on the date of payment to be eligible for bonus payments.