**Application Form: 2025 Pre-employment Hiring Incentives**

**(Round 3)**

Tier information:

*Note: school districts apply based on the criteria below, the selection committee determines if the district receives a Tier 1A, Tier 1, or Tier 2 incentive.*

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| Tier 1A: Critical Isolated Need\* for 2025*\*This new tier is being introduced for the 2025/2026 school year to support isolated schools that are facing considerable recruitment needs due to their location. This tier is reserved for exceptional circumstances, and as such, it is anticipated that 15% or less of the total number of incentives will be awarded in this category.* |
| Criteria | **Position and applicant eligibility** | **Funding amount** |
| * School is located in an isolated area (e.g., requires access by boat)
* Extremely difficult and challenging position(s) to fill
* History of school functional closures
* High proportion of students from historically marginalized communities and/or facing systemic barriers who are being negatively impacted by the lack of certified teachers and a high turnover rate of teachers/LOPs
* High number (and rate) of LOPs and/or non-certified teachers teaching regular enrolling classes
* Extended period of vacancy and unable to fill position
 | * For certified enrolling teachers only
* Full-time or part-time
* Applicants must be certified teachers to teach in BC or eligible to become certified
* Applicants can come from anywhere
* For new hires only (cannot be retroactively applied)
 | $15,000 pre-employment hiring bonus |
| Tier 1: Critical Need for 2025 |
| Criteria | **Position and applicant eligibility** | **Funding amount** |
| * School is located in a rural/remote area
* Critical Hire need to fill with certified teacher(s)
* High risk of school functional closures
* High proportion of students from historically marginalized communities and/or facing systemic barriers who are being negatively impacted by the lack of certified teachers
* Extended period of vacancy and unable to fill position
 | * For certified enrolling teachers only
* Full-time or part-time
* Applicants must be certified teachers to teach in BC or eligible to become certified
* Applicants can come from anywhere
* For new hires only (cannot be retroactively applied)
 | $10,000 pre-employment hiring bonus |
| Tier 2: High Need for 2025 |
| Criteria | **Position and applicant eligibility** | **Funding amount** |
| * School is located in a rural/remote area
* Difficult and challenging position(s) to fill
* Rural or remote SD
* High number (and rate) of LOPs and/or non-certified teachers teaching regular enrolling classes (based on last school year and expected for this coming school year)
* Extended period of vacancy and unable to fill position
 | * For certified enrolling teachers only
* Full-time or part-time
* Applicants must be certified teachers to teach in BC or eligible to become certified
* Applicants can come from anywhere
* For new hires only (cannot be retroactively applied)
 | $5,000 pre-employment hiring bonus |

**APPLICATION DETAILS:**

School District (Name/#) and Key Contact Person(s):

1. Hiring incentives requested based on enrolling teacher positions that need to be filled: (e.g., if you have 10 enrolling teacher vacancies for September 2025 you may wish to request 10 incentives)
* *Please list specific positions and school(s) including town/location, and whether a Tier 1A, Tier 1, or Tier 2 incentive is requested. (You can add lines to the table as needed.)*
* *Provide information on the recruitment and retention challenges expected for these positions. Please note that Tier 1A applicants must demonstrate exceptional circumstances as it is anticipated that 15% or less of the total number of incentives will be awarded in this category.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **School Name** | **Location (e.g., town)** | **Position (subject areas & grades)** | **FTE** | **Requested Tier (1A, 1, or 2)** |
| 1 |  |  |  |  |  |
| 2 |  |  |  |  |  |
| 3 |  |  |  |  |  |
| 4 |  |  |  |  |  |

Expected recruitment/retention challenges for these positions:

1. Number/% off unfilled enrolling teacher positions within schools:
2. Ratio of unfilled enrolling teacher FTE to total enrolling teaching FTE in schools:
3. Impact if these positions are not filled:

e.g., High risk of functional closure(s)

Please explain:

1. High proportion of students from historically marginalized communities and/or facing systemic barriers will be negatively impacted by the lack of enrolling teachers

Please explain:

1. High risk of the use of non-certified teachers covering enrolling teacher assignments

Please explain:

1. Numbers of LOPs:

2024/2025 school year:

Expected for 2025/2026 school year:

1. Ratio of LOP FTE (for LOPs covering enrolling teacher positions) to total enrolling teaching FTE in district:
2. Are the schools remote and/or rural and/or isolated?

[ ]  Yes - rural/remote

[ ]  Yes - isolated

[ ]  No

1. Other relevant information: