

This Message is from the Office of Bobby Smith, Chief Financial Officer

The Richmond County Board of Education is pleased to announce that it has authorized a final year of **\$1,000 NET** retention bonuses, funded under proceeds from the final year of the American Rescue Plan grant. These bonuses will be paid during the 2023-2024 school year on **December 19, 2023**, and **March 26, 2024** for all staff in an effort to support more robust recruitment and retention, and as a gesture of gratitude for their work and sacrifices during the COVID-19 pandemic.

Richmond County will consider that employees employed as of December 5, 2023, will be eligible to receive a bonus of up to **\$1,000** to be paid on **December 19, 2023**.

Richmond County will consider that employees employed as of March 12, 2024, will be eligible to receive a bonus of up to **\$1,000** to be paid on **March 26, 2024**.

- Full-time employees (50% or more) will receive a \$1,000 bonus.
- Part-time employees (49% or less) will be eligible for a bonus based on their work percentage. For example, a 49% employee will qualify for \$490, and a 25% employee will be eligible for \$250.
- Employees who have previously left the School System before the above-noted dates will not be eligible for the bonuses.
- These retention bonuses are for RCBOE employees only.

Please see below for answers to Frequently Asked Questions regarding these retention bonuses.

Frequently Asked Questions

1. **I have a garnishment; will the garnishment come out of the bonus checks?**
That depends. Percentage based garnishments must continue to be withheld from all payroll and bonus payments, and will be withheld from these bonus checks. Any flat rate garnishments will not be withheld, and will continue for your next payroll check.
2. **I am retiring on November 30, 2023. Am I eligible for the bonus paid on December 19, 2023?**
No, only individuals employed with the Richmond County School System as of December 5, 2023, are eligible for the retention bonus to be paid on December 19, 2023.
3. **I am retiring on February 29, 2024. Am I eligible for the bonus paid on March 26, 2024?**
No, individuals employed with the Richmond County School System as of March 12, 2024, are eligible for the retention bonus to be paid on March 26, 2024.
4. **Will taxes be withheld from the bonuses?**
FICA and Medicare are required to be withheld from all payroll checks. However, the Board will include these tax withholdings in the gross wages such that the net amount of each bonus provided to full-time employees will be **\$1,000**. Federal and State taxes will be suspended for these payments and not withheld, to include any additional withholdings that the employee has elected for these payments only; all withholdings will resume, as elected, for the following payroll.
5. **I have my paycheck deposited into multiple accounts, or will the bonus be split to pay a loan?**

No. The bonus will be deposited into only your primary checking account. All other depository accounts will be turned off for these deposits only, including the Peach State Credit Union. All split deposits will resume with the next paycheck.

If you have any questions, please contact our Payroll Department at 706-826-1113.