



Huron School District Certified Staff Recruitment Incentive

The Why: Our District has encountered multiple years of unfilled certified positions. The lack of filling certified openings hurts the success of our students and adds an undue burden to our staff. We strive to recruit Huron High School (HHS) Students, HHS graduates, and Huron School District employees pursuing an education certification and desire to work, live, and thrive in Huron, South Dakota. This is not intended for administrative certifications.

The What: The Huron School District (HSD) seeks applicants that are Huron High School Students, HSD graduates pursuing certification in a K-12 education position, or are current HSD employees. The recruitment incentive provides a 0% forgivable loan of up to **\$2,500 (dollar amount to be determined by the Board of Education)** to defray the expenses of post-secondary education required to obtain a K-12 education certification in South Dakota **and up to \$7,500 (dollar amount to be determined by the Board of Education)** in student loan repayment.

The How: Interested applicants can apply for the recruitment incentive on the Huron School District Employment page [Click here to apply](#).

- Applications are accepted at any time and will be reviewed by the administrative team, who will review the application, consider the current and future teaching needs, and determine if the applicant warrants an interview. Applicants recommended by the administrative team will be reviewed by the superintendent and approved by the board of education. Once approved, the successful applicant will receive a \$2,500 loan from the Huron School District.
- The School District will forgive the loan in exchange for five years of successful teaching in the Huron School District. The loan will be reduced by 20% per year until it is paid in full upon the fifth year. If the applicant leaves the District before the end of five years or is terminated, the loan must be paid back in full to the Huron School District within thirty days of the last date of employment with the HSD.
- The School District will provide student loan repayment for five years starting with the first month of employment as a teacher at HSD. The repayment will be up to **\$125 (dollar amount to be determined by the Board of Education)** per month for the first 35 months and a balloon payment of \$3,125 on the 36th month.
- To be considered for the recruitment incentive, you must meet all of the following:
 - Agree in writing to work in the Huron School District for five years after completing your South Dakota education certification.

- Agree, through a promissory note, that failure to abide by the employment requirement above will result in the 0% note to be paid back in full to the HSD within 30 days.
- Agree, through a promissory note, that failure to abide by the employment requirement above will result in the student loan repayment ceasing by HSD within 30 days.
- Be actively pursuing an education degree and certification in the area approved in the application process.
- Be a U.S. citizen or lawful permanent resident.
- Have a minimum cumulative 2.8 GPA on a 4.0 scale.
- To maintain the recruitment incentive while pursuing the education certification, you must:
 - Maintain a minimum cumulative 2.8 GPA on a 4.0 scale
 - Be enrolled in coursework pursuing a South Dakota certification in K-12 education.
 - Make satisfactory academic progress and maintain predicted timeline towards certification.
 - Agree, through a promissory note, that failure to abide by the incentive requirements above will result in the 0% note to be paid back in full to the HSD within 30 days.
- To maintain the recruitment incentive while employed, you must:
 - Agree, through a promissory note, that failure to abide by the employment requirement above will result in the 0% note to be paid back in full to the HSD within 30 days.
 - Agree, through a promissory note, that failure to abide by the employment requirement above will result in the student loan repayment ceasing by HSD within 30 days.