

recently in February 2017 for the 2017-18 school year. Bilingual education is a shortage area for 2017-18, and has consistently been a shortage area for years. Therefore, any district that offers hiring incentives for state-designated shortage areas would, in theory, offer such incentives for bilingual certified educators.

- **(2015-16 contracts) ConnCAN Teacher Contract Database:** ELL teachers is a state-designated "shortage area". However, only 14% of districts (25 districts) offer additional hiring incentives for teachers in "high needs" or "hard-to-staff" schools and/or positions. Many of these 25 districts award additional steps on the salary schedule upon hiring for teachers in state-designated shortage areas. Others offer bonuses, which can be either one-time or annual.
 - Districts that offer hiring incentives for shortage or high need certification areas are: Bloomfield, Bridgeport, Darien, Enfield, Fairfield, Hartford, Madison, New Haven, New Milford, North Haven, Plainville, Rocky Hill, Shelton, Sterling, Torrington, Vernon, Wallingford, Waterbury, West Hartford, Weston, Willington, Region 15, Region 17, and CREC
- In some additional instances, districts offer incentives such as tuition reimbursement or stipends for teachers to obtain certification in high need areas or in more than one certification area. Some examples are: Bolton, Manchester, and Milford.