



# College Station Independent School District

*Success...each life...each day...each hour*

## MEMORANDUM

To: Mike Martindale, Superintendent *MM*

From: Amy Drozd, Chief Financial Officer *AD*

Date: July 14, 2021

Subject: Consideration of a Resolution for a One-Time Employee Retention Stipend

Agenda Item: J – 2.

## BACKGROUND

The pandemic that resulted from COVID-19 has resulted in considerable disruption to school operations and student learning. This started in March of 2020 with sudden stop of in person learning and has lasted throughout the 2020-2021 school year. It is expected the effects of the learning loss, as well as the social and emotional needs of students and families will continue throughout the 2021-2022 school year and beyond.

All CSISD staff are crucial to the successful operations in these unprecedented times. Staff that have worked in the 2020-2021 school year have received specific training and obtained knowledge in how CSISD needs to operate to be successful in educating students and keeping our facilities open and accessible to students and families. Further, these staff members have established relationships with students and families that will help with the learning loss that has occurred.

For the above reasons, CSISD Administration is recommending a one-time retention stipend to eligible staff who were employed and actively worked during the 2020-2021 school year and returned for the 2021-2022 year. Retention stipends are eligible expenses of the Elementary and Secondary School Emergency Relief (ESSER) funds. Further, based on a survey of stakeholders, retention of staff that have experienced the past year is considered an important priority of funds for ESSER.

It is recommended eligible teachers and other professional employees be paid in the amount of \$1,500 and auxiliary, paraprofessional and administrative employees be paid \$1,000. The attached resolution outlines the recommendation as well as the eligibility criteria. This stipend would be paid from ESSER II and/or ESSER III funds in August of 2021.

## RECOMMENDATION

It is recommended that the Board of Trustees of College Station Independent School District approve the attached resolution authorizing a one-time employee retention stipend to eligible employees from ESSER II and/or III funds.

**Amy Drozd**  
Chief Financial Officer

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**Mike Martindale**  
*Superintendent of Schools*