

**COLLEGE STATION ISD BOARD RESOLUTION
REGARDING EMPLOYEE RETENTION STIPEND**

WHEREAS, the College Station Independent School District (“College Station ISD” or “the District”) remains subject to a declaration of a state of emergency brought about by the COVID-19 pandemic;

WHEREAS, the American Rescue Plan (ARP) Act was enacted by Congress and contains funding provisions known as the Elementary and Secondary School Emergency Relief (ESSER) fund to support state education agencies and schools districts with safely reopening and sustaining operations in the wake of the pandemic;

WHEREAS, the long-term impact of the pandemic on school operations has been significant and has led to high rates of attrition and teacher shortages around the state;

WHEREAS, College Station ISD has been allocated funds from the second round (ESSER II) and third round (ESSER III) under the ARP;

WHEREAS, College Station ISD is eligible to apply for ESSER II and ESSER III federal grant money through the Texas Education Agency;

WHEREAS, ESSER-III funds are available for use in addressing a wide variety of needs brought about by the pandemic – including addressing and accelerating student learning through strategic efforts to retain existing staff, and any eligible expense under ESSER III is also eligible under ESSER II;

WHEREAS, school districts applying for ESSER III money from TEA must develop plans for the use of those funds, gain stakeholder input, and provide notice to the public;

WHEREAS, College Station ISD has identified retention of district staff as a critical step to ensuring and accelerating student learning as well as continuing to safely operate and expand in-person school operations;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of College Station Independent School District that the Administration will include in its plans for the use of ESSER II and or III funds an employee retention stipend to be administered in accordance with the attached EXHIBIT A;

BE IT FURTHER RESOLVED that the Board of Trustees finds that establishing an employee retention stipend will serve the District’s public purpose of retaining highly qualified and skilled staff members to best meet the needs of its students given the significant challenges posed by the COVID-19 pandemic;

BE IT FINALLY RESOLVED that sufficient controls are in place in the form of grant application requirements as well as administrative oversight and implementation of an employee retention stipend to ensure that the District’s public purpose is served and that a corresponding benefit is received.

APPROVED by the Board of Trustees of the College Station Independent School District, by a vote of ___ "for," ___ "against," and ___ abstaining, on this ___ day of July 2021.

Signed:

Attest:

President

Secretary

EXHIBIT A

Employees who meet the following criteria are eligible for the designated full retention stipend:

- Eligible for district paid benefits
- Actively worked during the 20-21 school year
- Hired prior to January 6, 2021
- Returns to work on the first day of the 21-22 contract year
- Is an active employee in good standing on the date of payment

Employees who meet the following criteria are eligible for one-half of the designated retention stipend:

- Eligible for district paid benefits
- Actively worked during the 20-21 school year
- Hired between January 6, 2021 and May 26, 2021, AND worked at least 45 days in the 20-21 fiscal year
- Returns to work on the first day of the 21-22 contract year
- Is an active employee in good standing on the date of payment

Amount of Retention Stipend:

Employee Type	Amount
Teachers and Other Professional Employees (counselors, nurses, assessment staff, etc.)	\$ 1,500
Auxiliary Employees	\$1,000
Paraprofessional Employees	\$1,000
Administrators (those with an administrative contract)	\$1,000

*Eligible Part Time Employees will receive ½ of the applicable stipend.

**The above stipends are not TRS eligible.